Profile of the
Montana worker
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Department of Labor & Industry

1st Annual

September 1994
Research & Analysis Bureau
Montana Department of Labor & Industry

Labor Day Report

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PROFILE

OF THE

MONTANA WORKER

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Profile of the Montana worker.
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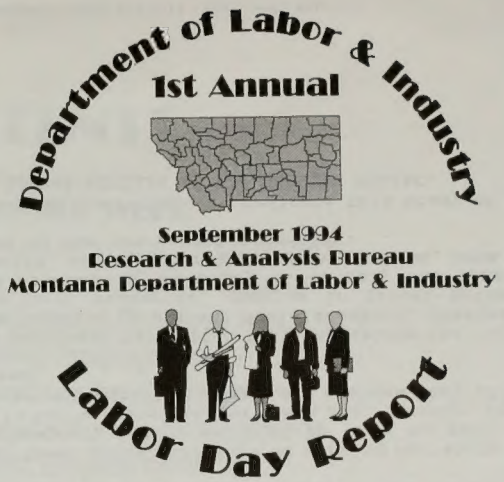

PROFILE

OF THE

MONTANA WORKER

State of Montana
Marc Racicot, Governor

Department of Labor & Industry
Laurie Ekanger, Commissioner

for more information, contact:
Research & Analysis Bureau
Dept of Labor & Industry
PO Box 1728
Helena, MT 59624
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DEDICATION

OFFICE OF THE GOVERNOR
STATE OF MONTANA

MARC RACICOT
GOVERNOR

STATE CAPITOL
HELENA, MONTANA 59620-0801

September 5, 1994

Dear Fellow Montanans:

Labor Day is a day traditionally set aside in our country to honor those working women and men who make our economy and society work so well. On this special day of this year, we can feel good that never before in the history of Montana as a state and a territory have there been so many Montanans with jobs.

There are many reasons for Montana's impressive growth in recent months, among the most substantial state growth rates in the United States. They include our people's strong work ethic and a stable political and financial environment based on fiscal integrity. Good jobs and functioning families are the economic and social cornerstones of any healthy state.

As we all celebrate Labor Day, 1994, we want to both honor and chronicle the Treasure State's workers. I hope this data treasure chest, compiled by the Research and Analysis Bureau, Department of Labor and Industry, proves useful to our libraries and researchers, our teachers and students, our guidance counselors and workers, our employers and employees. Information is the key to the future.

This is the first of these annual profiles of working Montanans. As we move through subsequent years, we will be able to mark the growth and changes in our working men and women and, thereby, track some of the most important social and economic changes that affect and control our lives.

For a long time now Montanans have often felt themselves the victim of changes--changes in goals by distant decisionmakers, changes in world prices for natural resources, changes in global markets. Change can control us. Or, if we study it closely and come to understand its dynamics, we can control change and become, once and for all, the masters of our own economic destiny.

To this end and a prosperous future, we dedicate this study of the present, The First Annual Profile of the Montana Worker.

Sincerely,

Marc Racicot

MARC RACICOT
Governor

TELEPHONE: (406) 444-3111 FAX: (406) 444-5529

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PROFILE
OF THE
MONTANA WORKER

Who We Are . . .

PROFILE OF A MONTANA WORKER

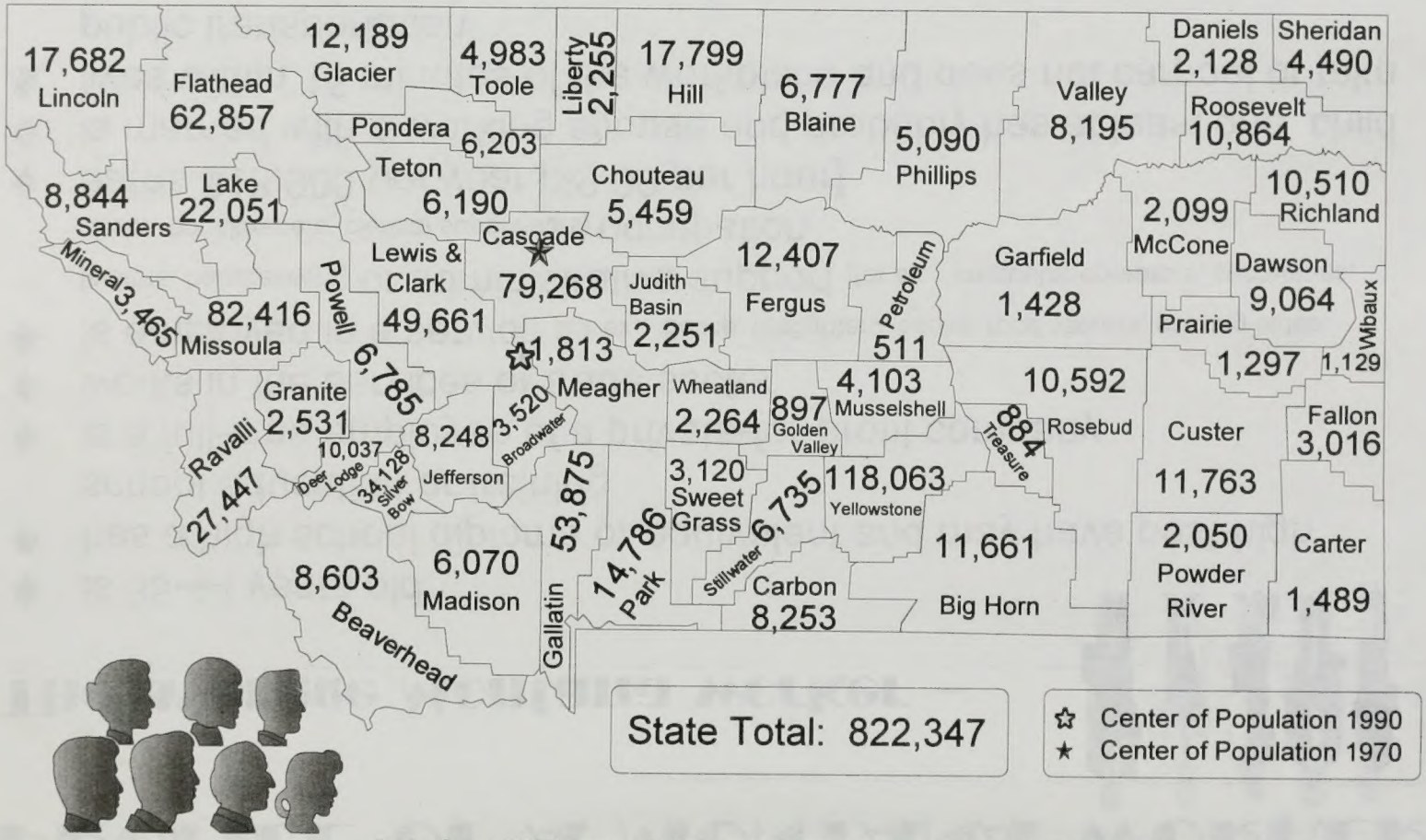
The average Montana worker –

- is 35-44 years old
- has a high school diploma or equivalent and may have post-high school education or training
- is a full-time employee of a private-for-profit company
- works in the services or trade sector
- is employed in a service [for ex.: police, firefighters, cooks, food servers, nursing aides, janitors, hairdressers] or administrative support [for ex.: computer operators, secretaries, clerks, bookkeepers, clerical supervisors] occupation
- earns $18,900 per year [$9.09 per hour]
- is married with a working spouse and probably has at least one child
- lives within 15 minutes of the workplace and does not carpool or take public transportation

Data from 1990 Census & 1993 CPS,LAUS,OES,ES-202 & CES series
Montana Dept of Labor & Industry, Research & Analysis Bureau

POPULATION ESTIMATES

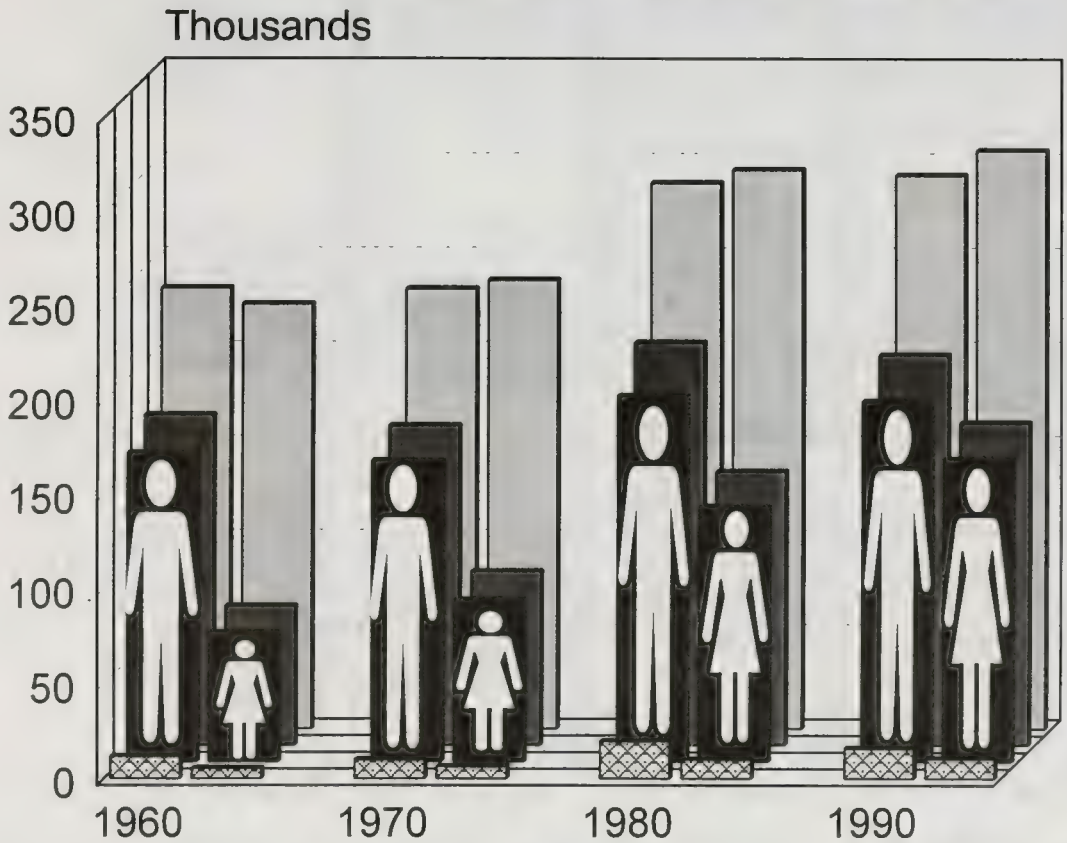
1992



Data from US Bureau of the Census and Bureau of Business & Economic Research, U of M
Montana Dept of Labor & Industry, Research & Analysis Bureau

MONTANA MEN AND WOMEN

in the Labor Force



Unemployment
Employment
Civilian Labor Force
Population

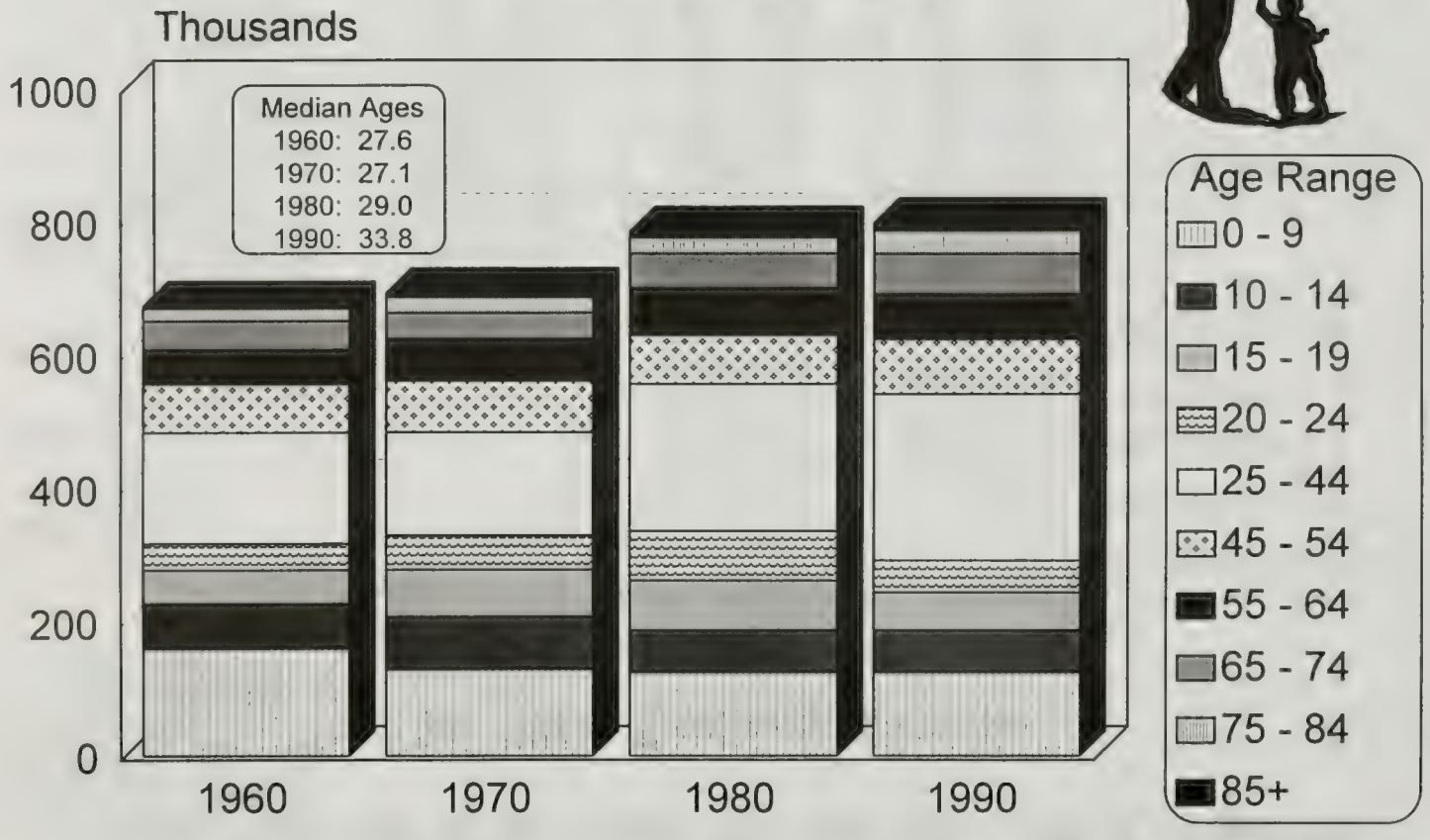
- 1960 = persons 14 & older
- other years = persons 16 & older

- In 1960 women comprised 29.6% of the civilian labor force; by 1990 they comprised 45.2%.
- 32.6% of all women were in the civilian labor force in 1960; in 1990 this proportion grew to 55.6%.

Data from 1960, 1970, 1980 & 1990 Census
Montana Dept of Labor, Research & Analysis Bureau

AGE DISTRIBUTION OF THE POPULATION

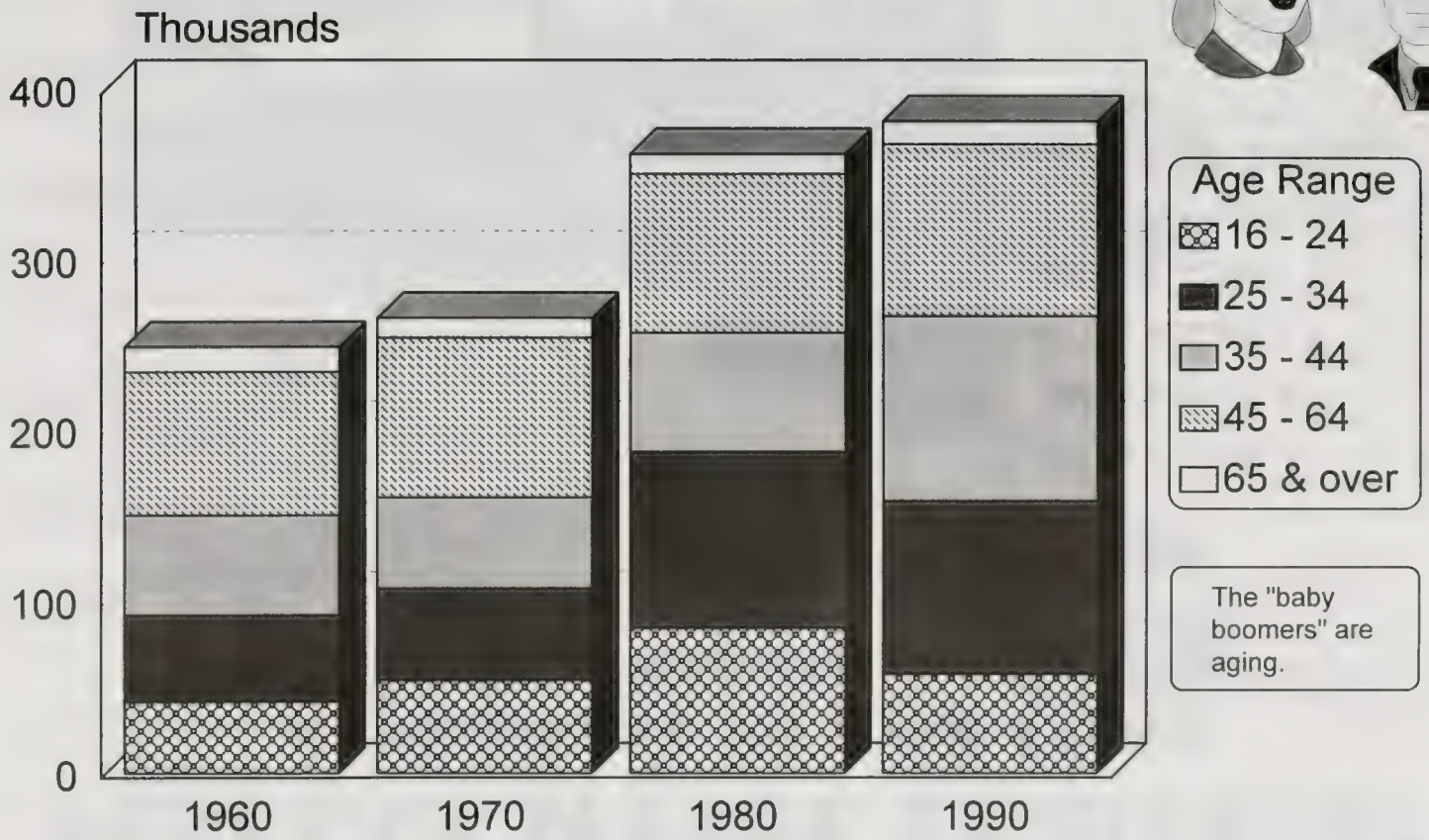
Montana



Data from 1960, 1970, 1980, & 1990 Census
Montana Dept of Labor & Industry, Research & Analysis Bureau

AGE DISTRIBUTION OF THE LABOR FORCE

Montana



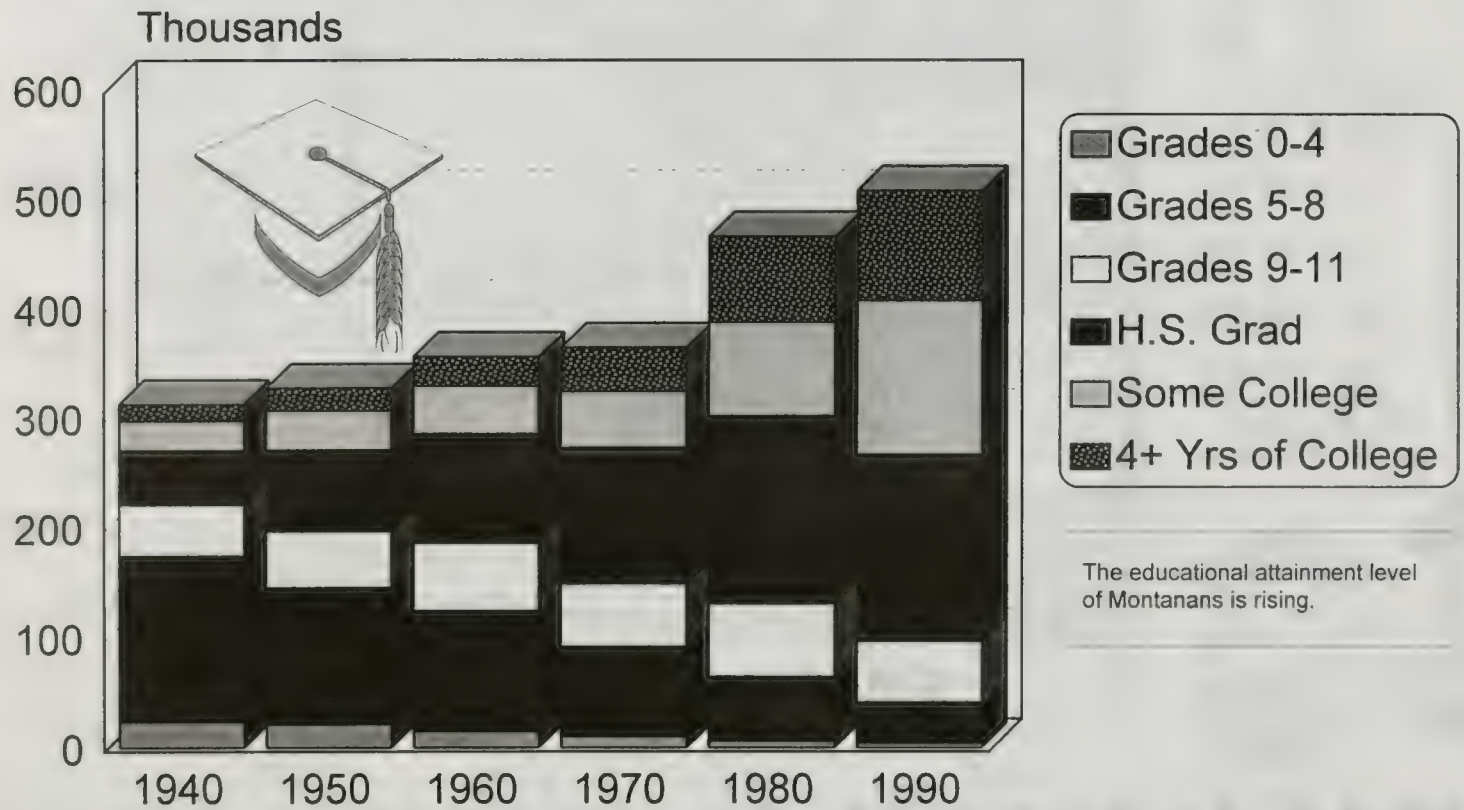
The "baby boomers" are aging.

Data from 1960, 1970, 1980, & 1990 Census
Montana Dept of Labor & Industry, Research & Analysis Bureau

YEARS OF SCHOOL COMPLETED

Montanans 25 and Older

1940, 1950, 1960, 1970, 1980, 1990

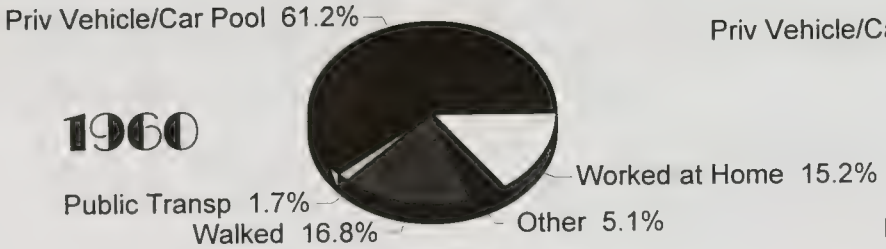


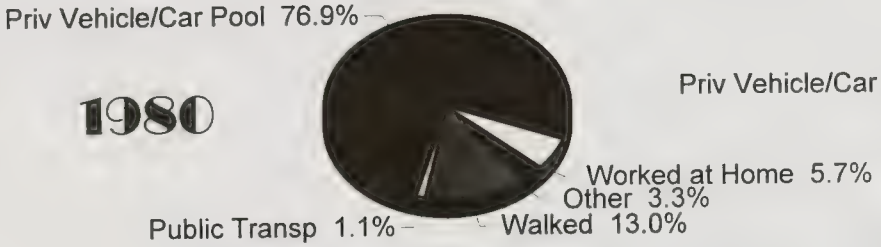
The educational attainment level of Montanans is rising.

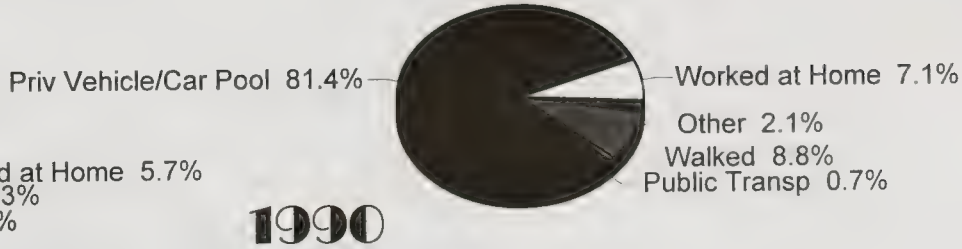
Data from 1960, 1970, 1980, & 1990 Census
Montana Dept of Labor & Industry, Research & Analysis Bureau

TRANSPORTATION TO WORK

Montana

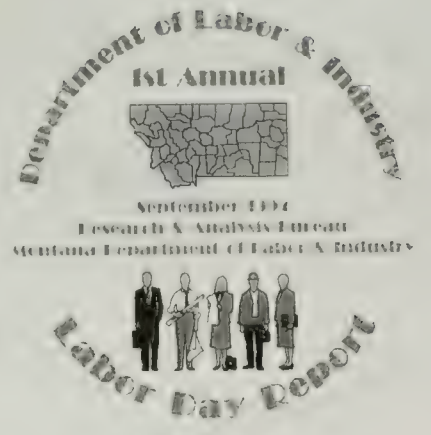






- The percentage of Montanans walking to work is decreasing.
- The state has a lack of public transportation.

Data from 1960, 1970, 1980 & 1990 Census
Montana Dept of Labor & Industry, Research & Analysis Bureau

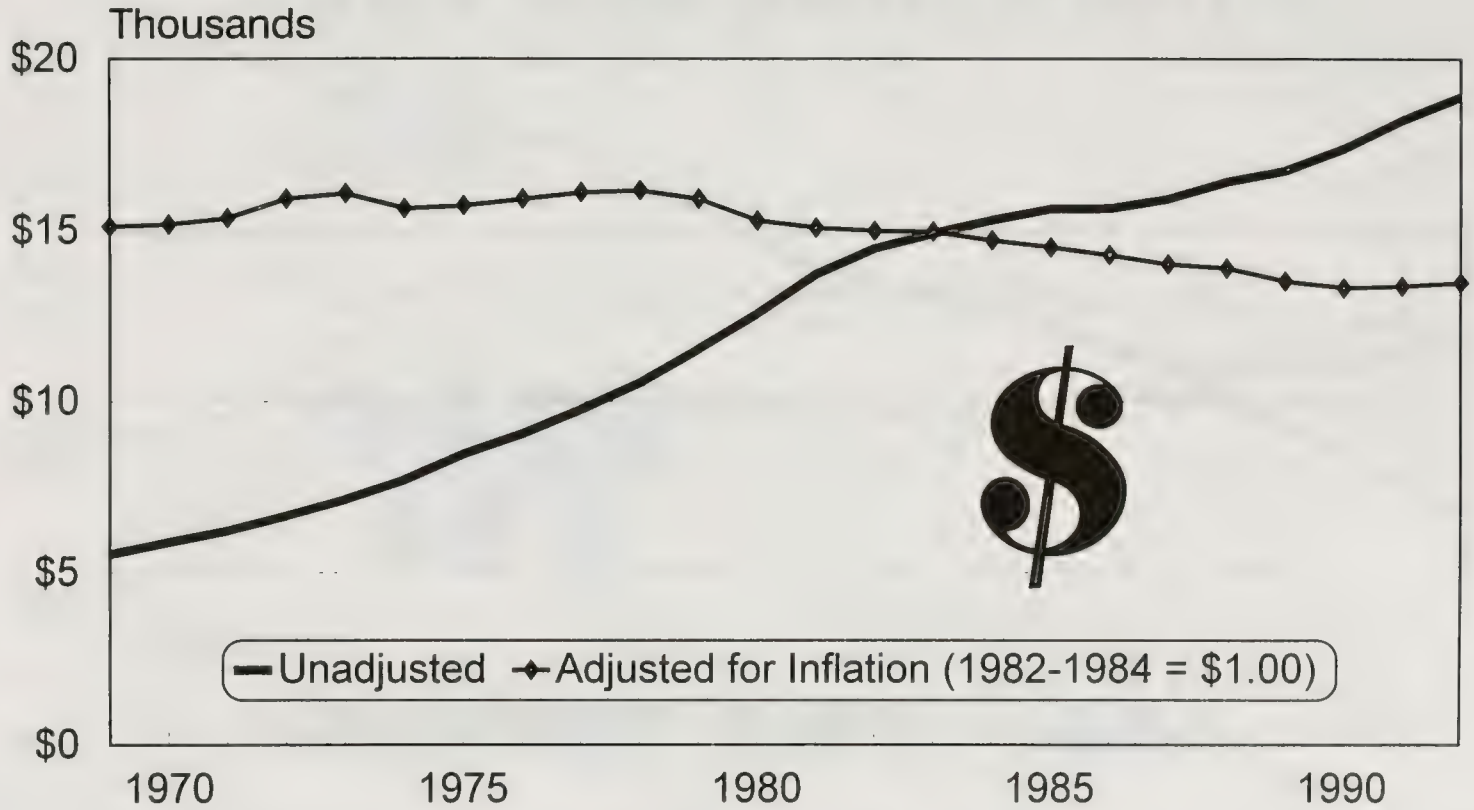


PROFILE
OF THE
MONTANA WORKER

What We Earn . . .

AVERAGE ANNUAL WAGE PER JOB

Montana 1969 - 1992

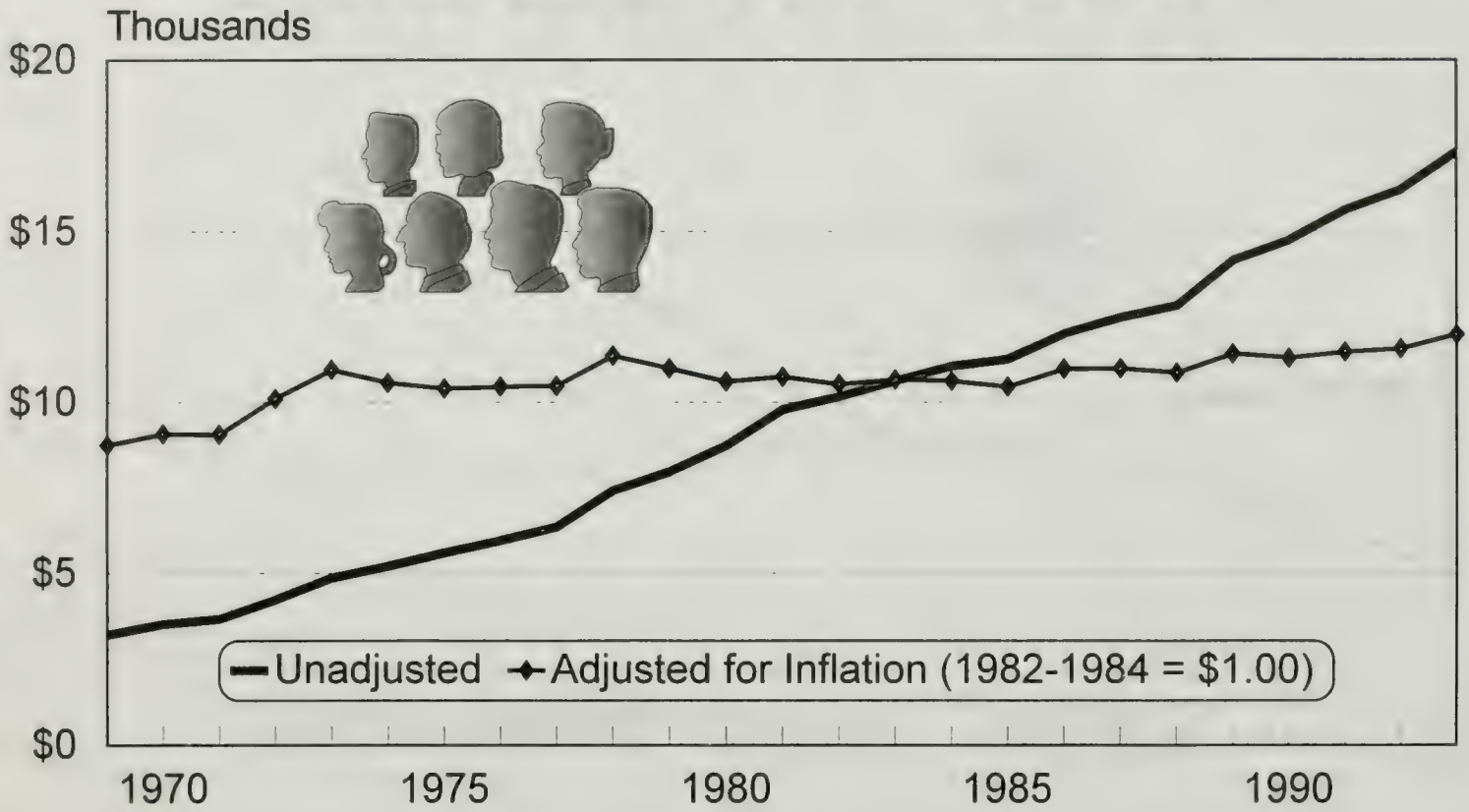


Salaries are not keeping up with inflation.

Data from US Dept of Commerce, Bureau of Economic Analysis
Montana Dept of Labor & Industry, Research & Analysis Bureau

PER CAPITA PERSONAL INCOME

Montana 1969 - 1993

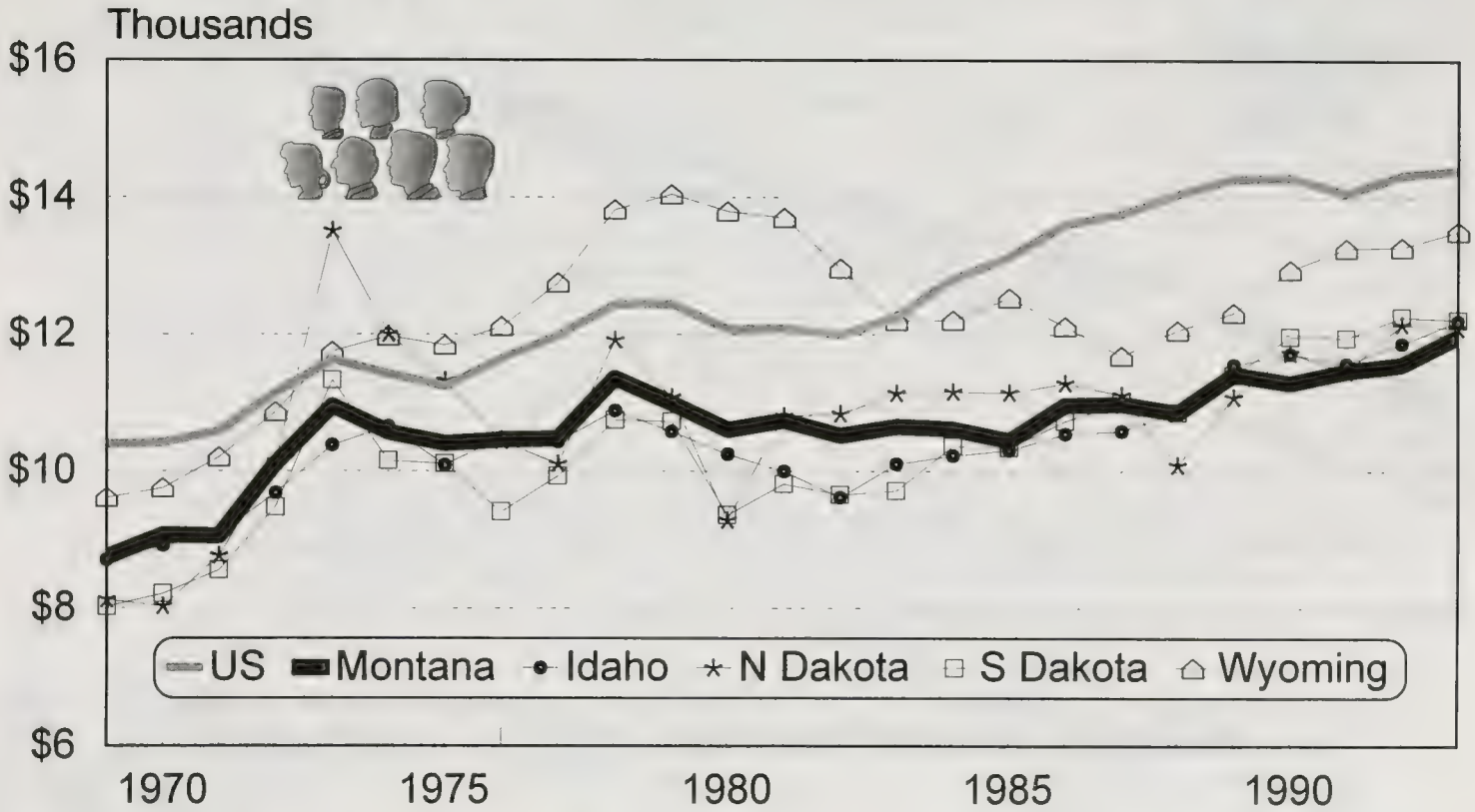


All income on a per capita basis is staying slightly ahead of inflation.

Data from US Dept of Commerce, Bureau of Economic Analysis
Montana Dept of Labor & Industry, Research & Analysis Bureau

PER CAPITA PERSONAL INCOME

1969-1993 Adjusted for Inflation (1982-1984 = $1.00)

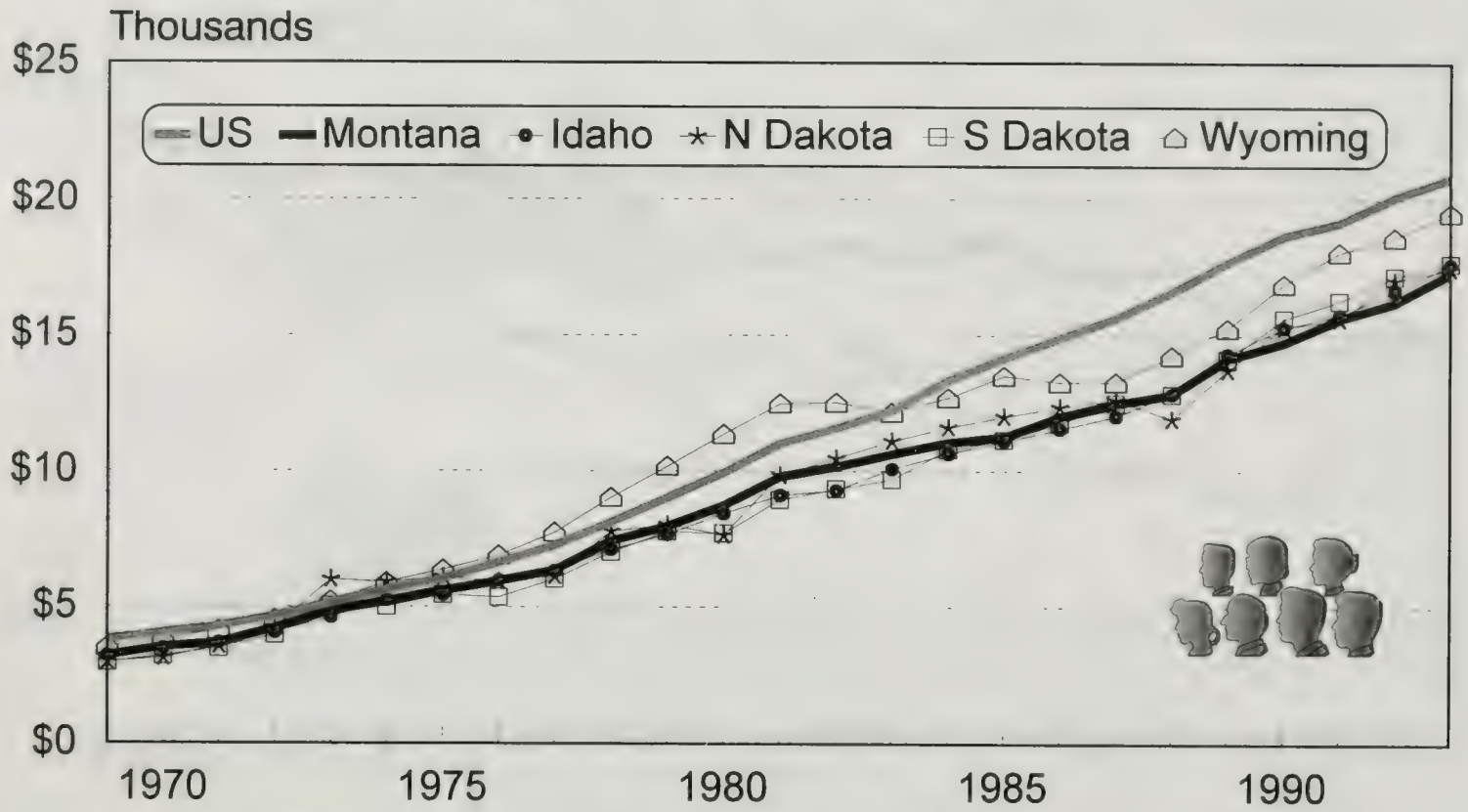


Montana has dropped below neighboring states and now ranks 40th in the nation.

Data from US Dept of Commerce, Bureau of Economic Analysis
Montana Dept of Labor & Industry, Research & Analysis Bureau

PER CAPITA PERSONAL INCOME

1969 - 1993 Not Adjusted for Inflation

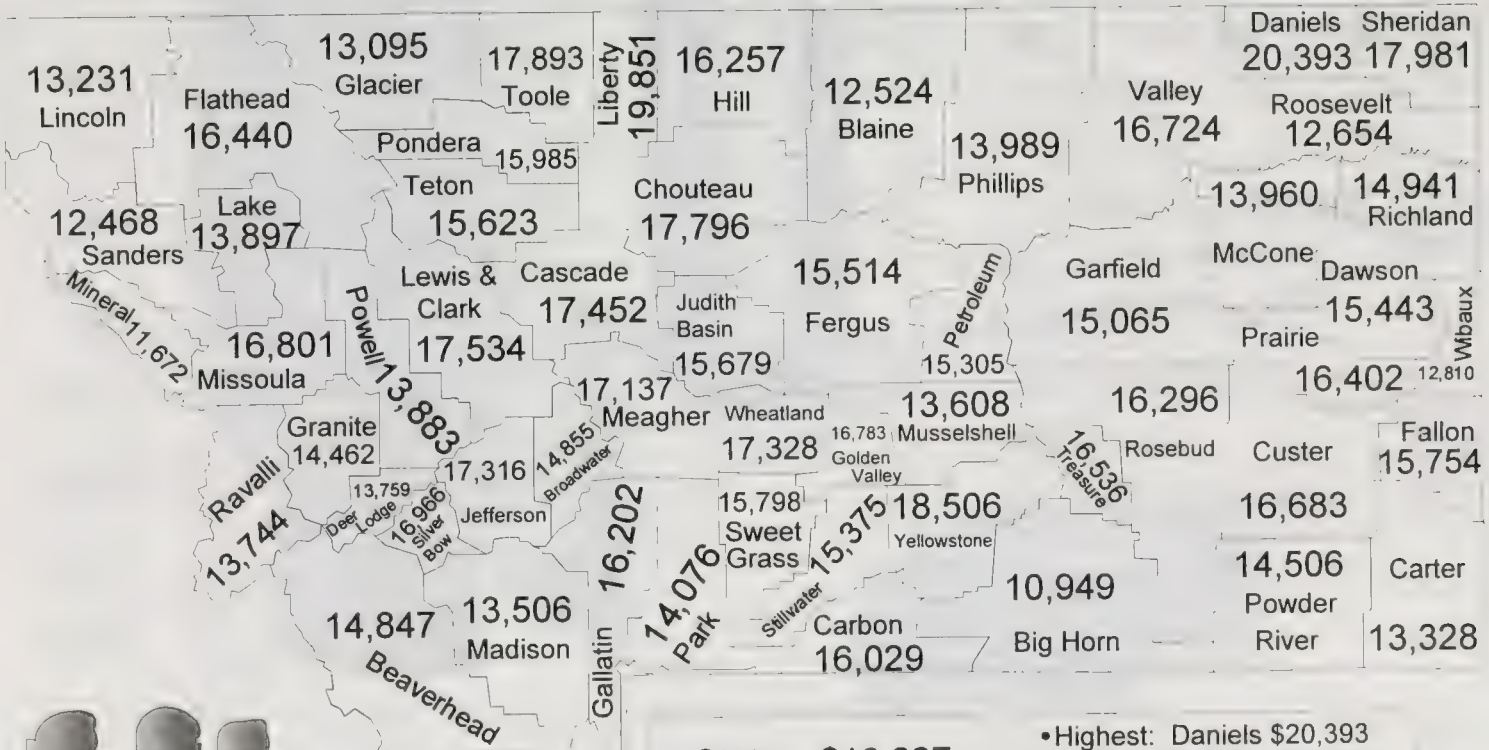


In 1993, almost 80% of the states had a higher per capita income than Montana.

Data from US Dept of Commerce, Bureau of Economic Analysis
Montana Dept of Labor & Industry, Research & Analysis Bureau

PER CAPITA PERSONAL INCOME

1992



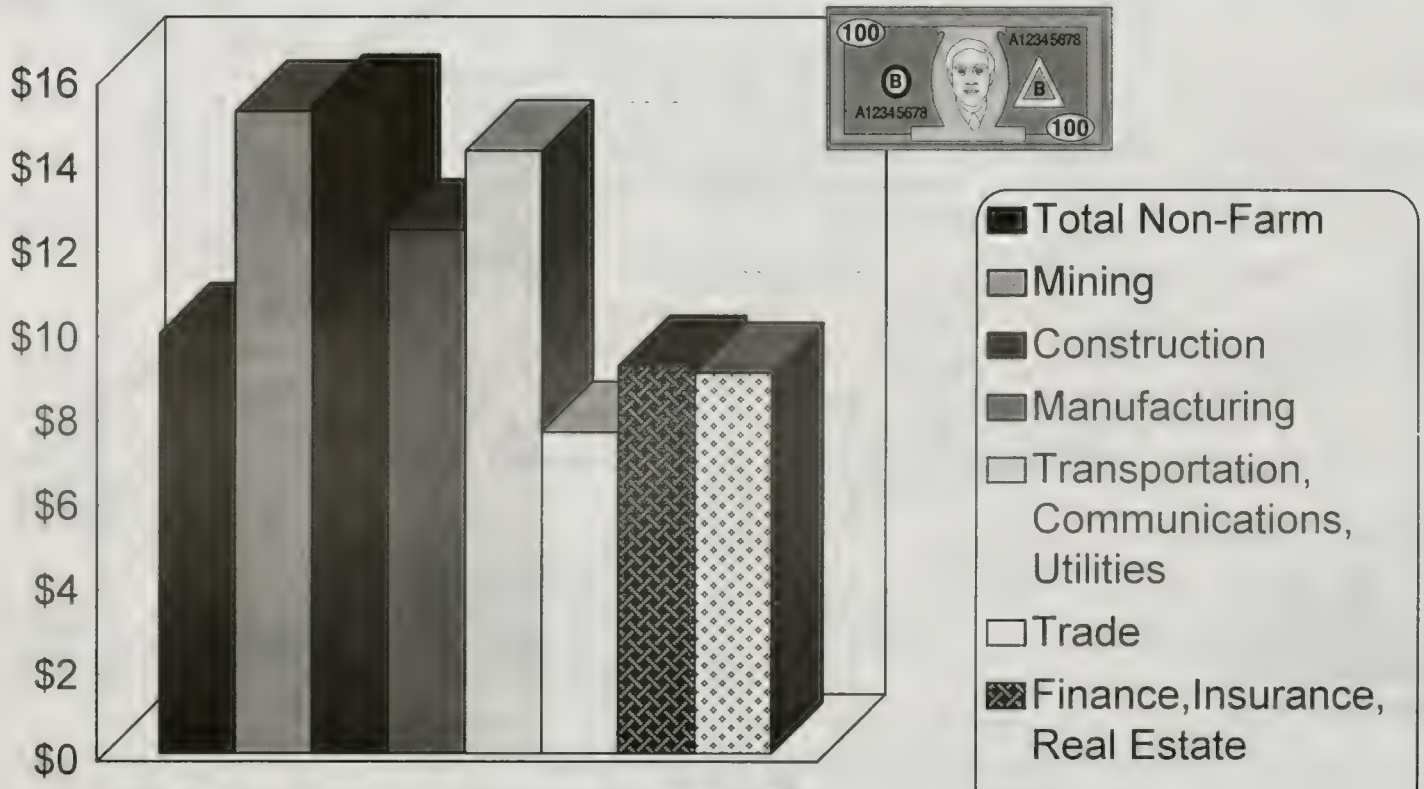
State : $16,227

- Highest: Daniels $20,393
- Lowest: Big Horn $10,949
- Closest to State Average: Gallatin $16,202

Data from US Dept of Commerce, Bureau of Economic Analysis
Montana Dept of Labor & Industry, Research & Analysis Bureau

1993 ANNUAL AVERAGE HOURLY EARNINGS

Montana Non-Farm Wage & Salary Jobs



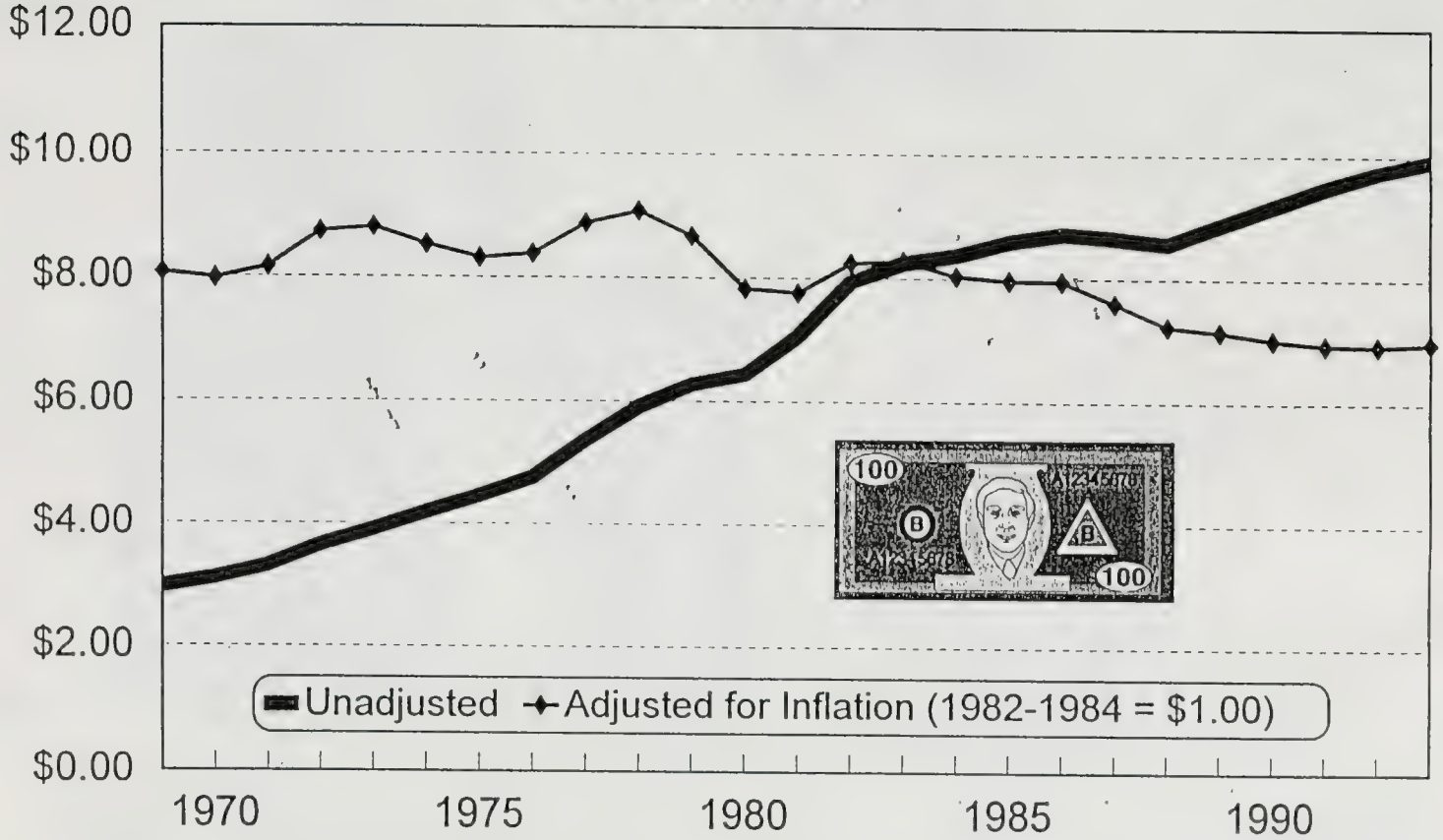
Hourly pay for workers in Construction ($15.32) is more than twice that of workers in Trade ($7.59).

Data from CES Series
Montana Dept of Labor & Industry, Research & Analysis Bureau

ANNUAL AVERAGE HOURLY EARNINGS

Montana Non-Farm Wage & Salary Jobs

1969-1993

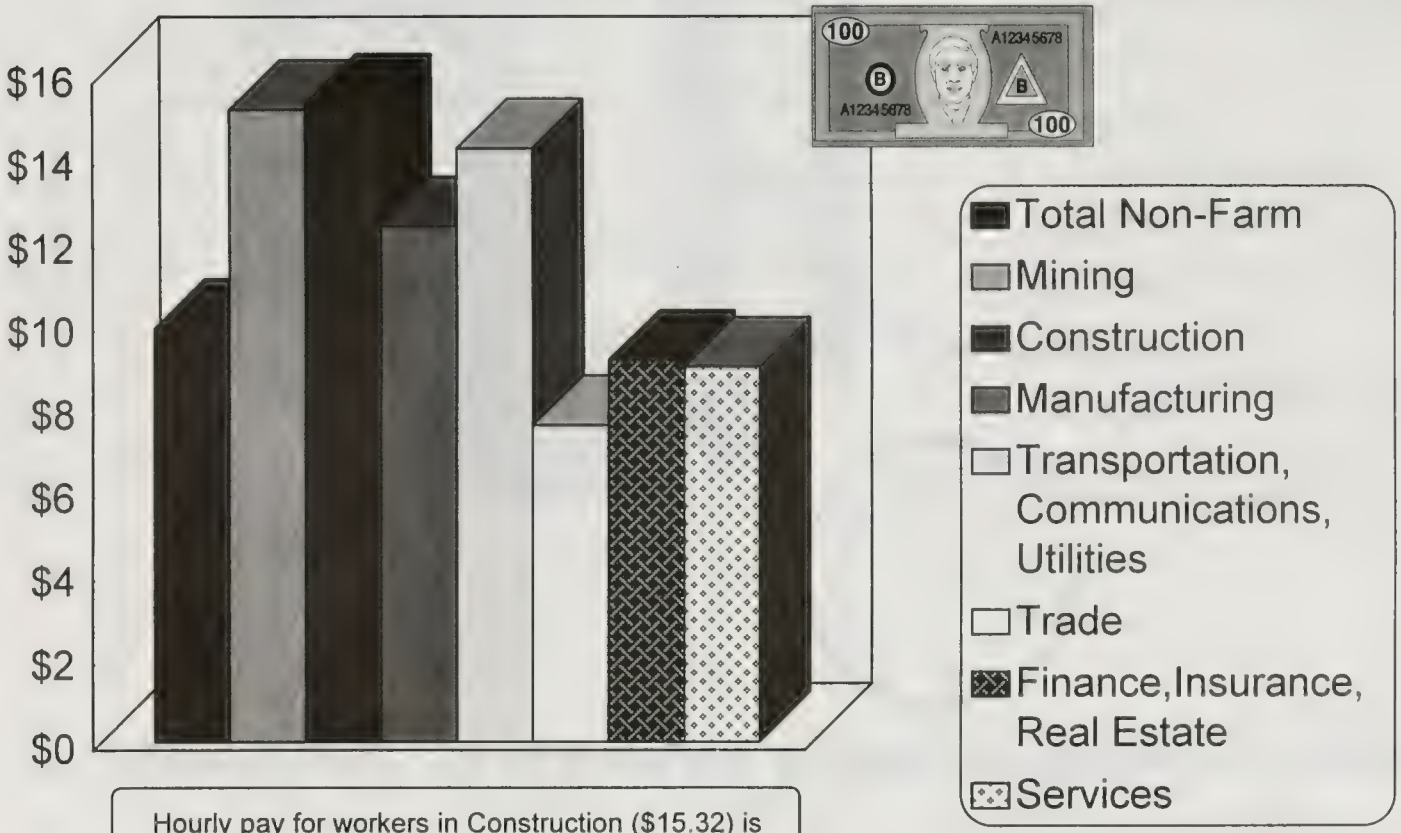


Production workers' wages are not keeping up with inflation.

Data from CES Series
Montana Dept of Labor & Industry, Research & Analysis Bureau

1993 ANNUAL AVERAGE HOURLY EARNINGS

Montana Non-Farm Wage & Salary Jobs

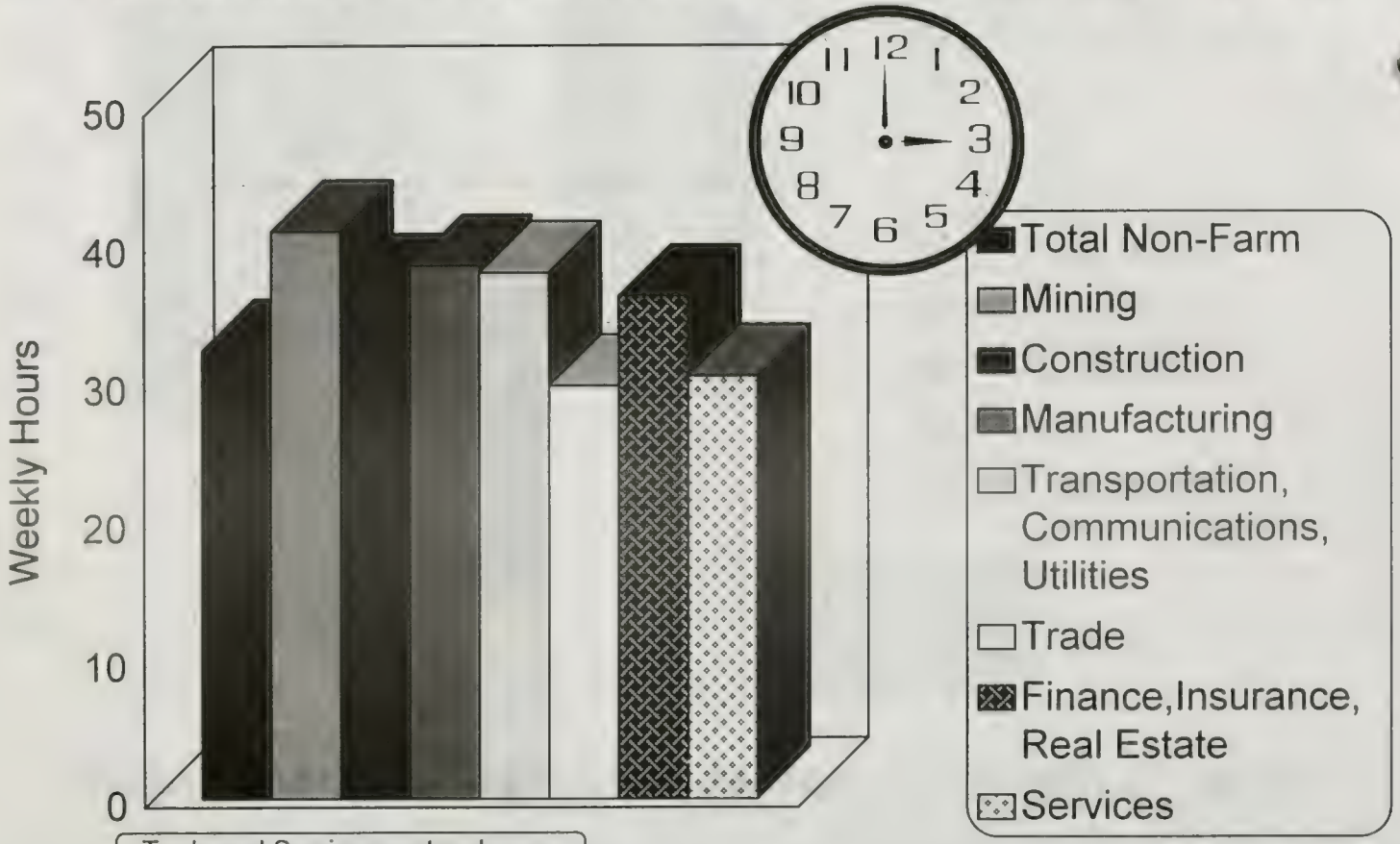


Hourly pay for workers in Construction ($15.32) is more than twice that of workers in Trade ($7.59).

Data from CES Series
Montana Dept of Labor & Industry, Research & Analysis Bureau

1993 ANNUAL AVERAGE WEEKLY HOURS

Montana Non-Farm Wage & Salary Jobs



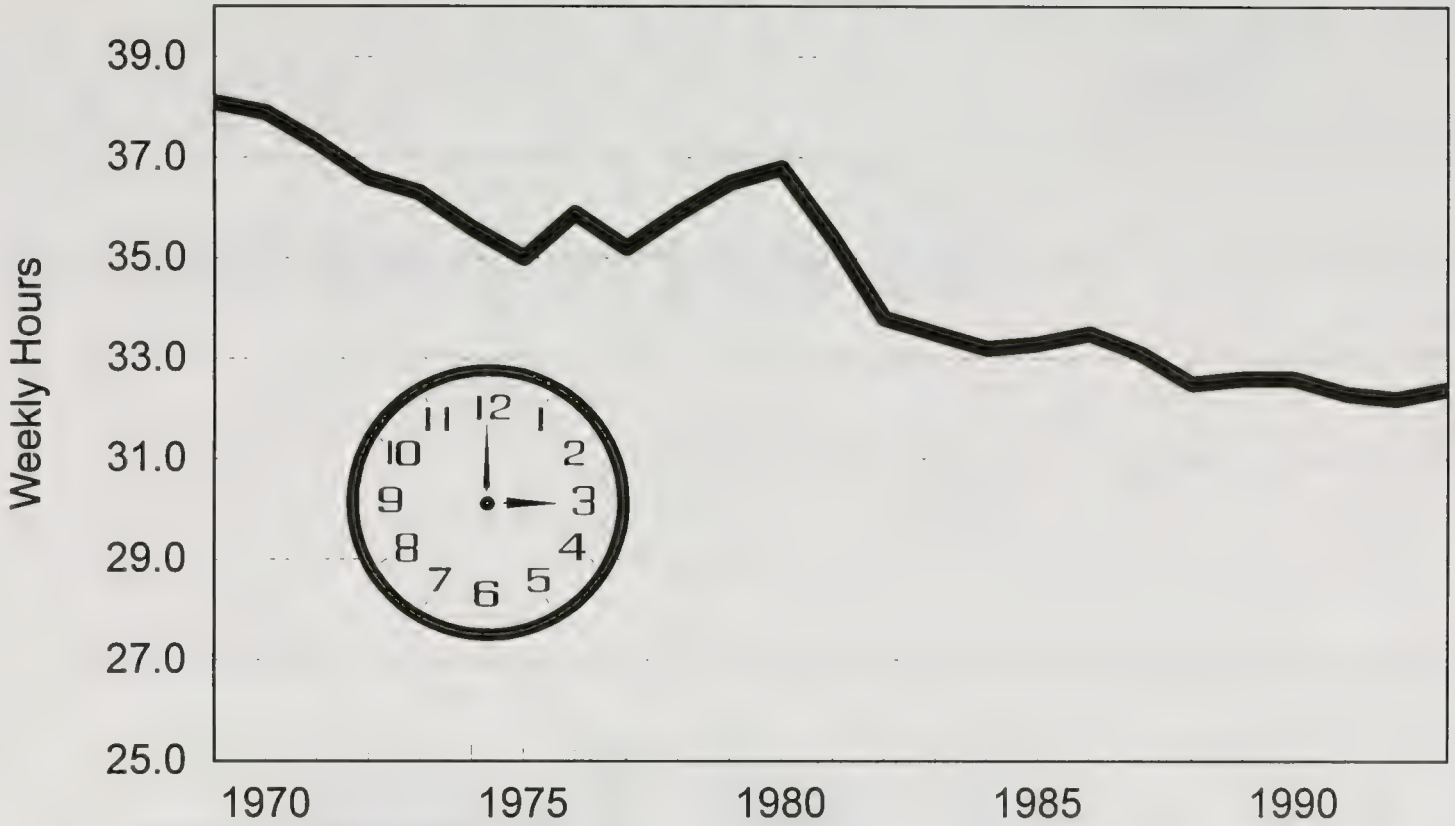
Trade and Services sectors have a greater percentage of part-time workers than other sectors.

Data from CES Series
Montana Dept of Labor & Industry, Research & Analysis Bureau

ANNUAL AVERAGE WEEKLY HOURS

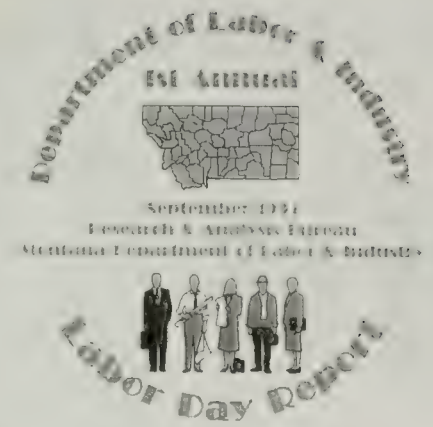
Montana Non-Farm Wage & Salary Jobs

1969-1993



Montana industries are moving toward more part-time employment.

Data from CES Series
Montana Dept of Labor & Industry, Research & Analysis Bureau

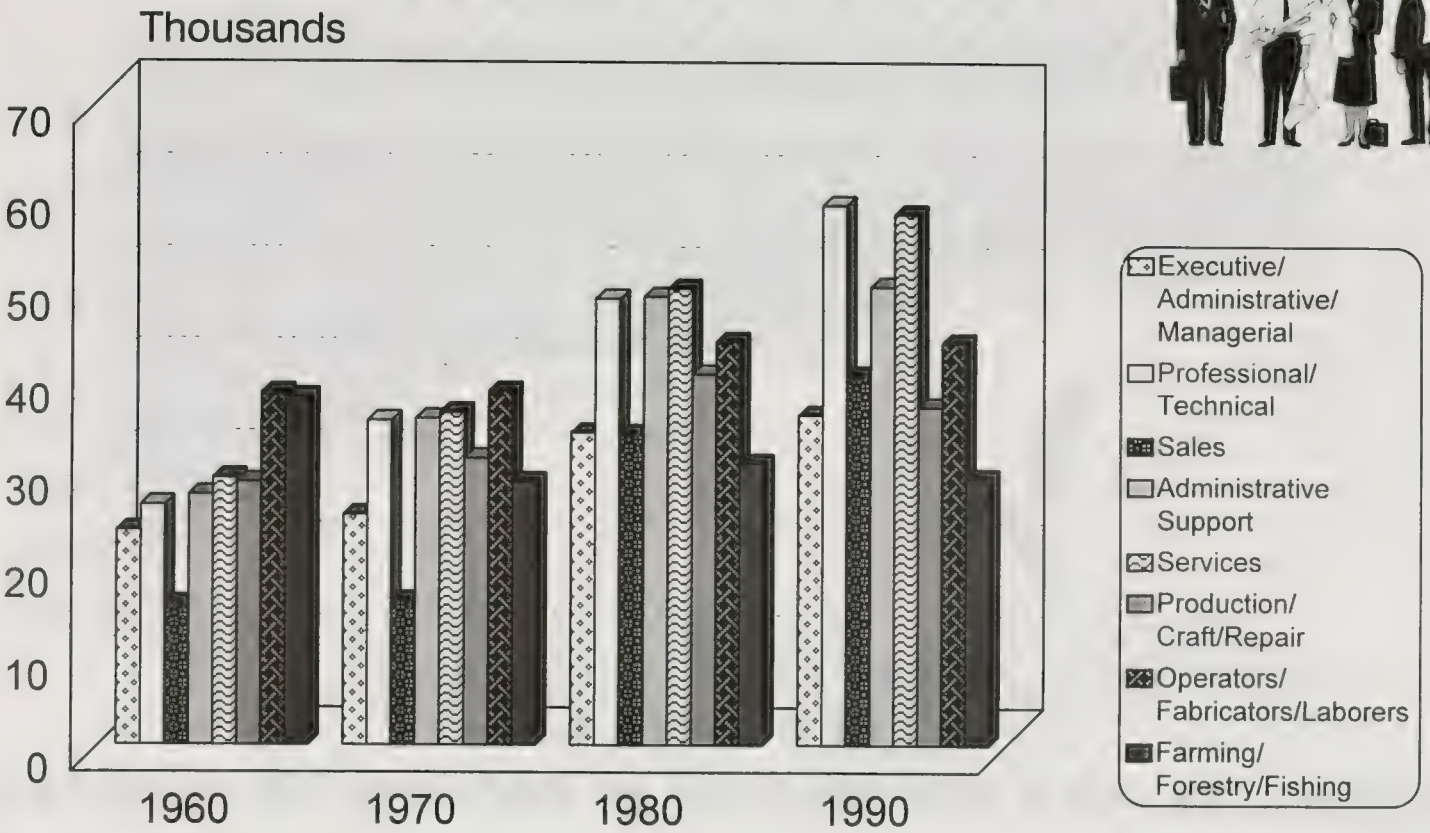


PROFILE
OF THE
MONTANA WORKER

What We Do . . .

OCCUPATIONS OF MONTANA WORKERS

1960, 1970, 1980, 1990

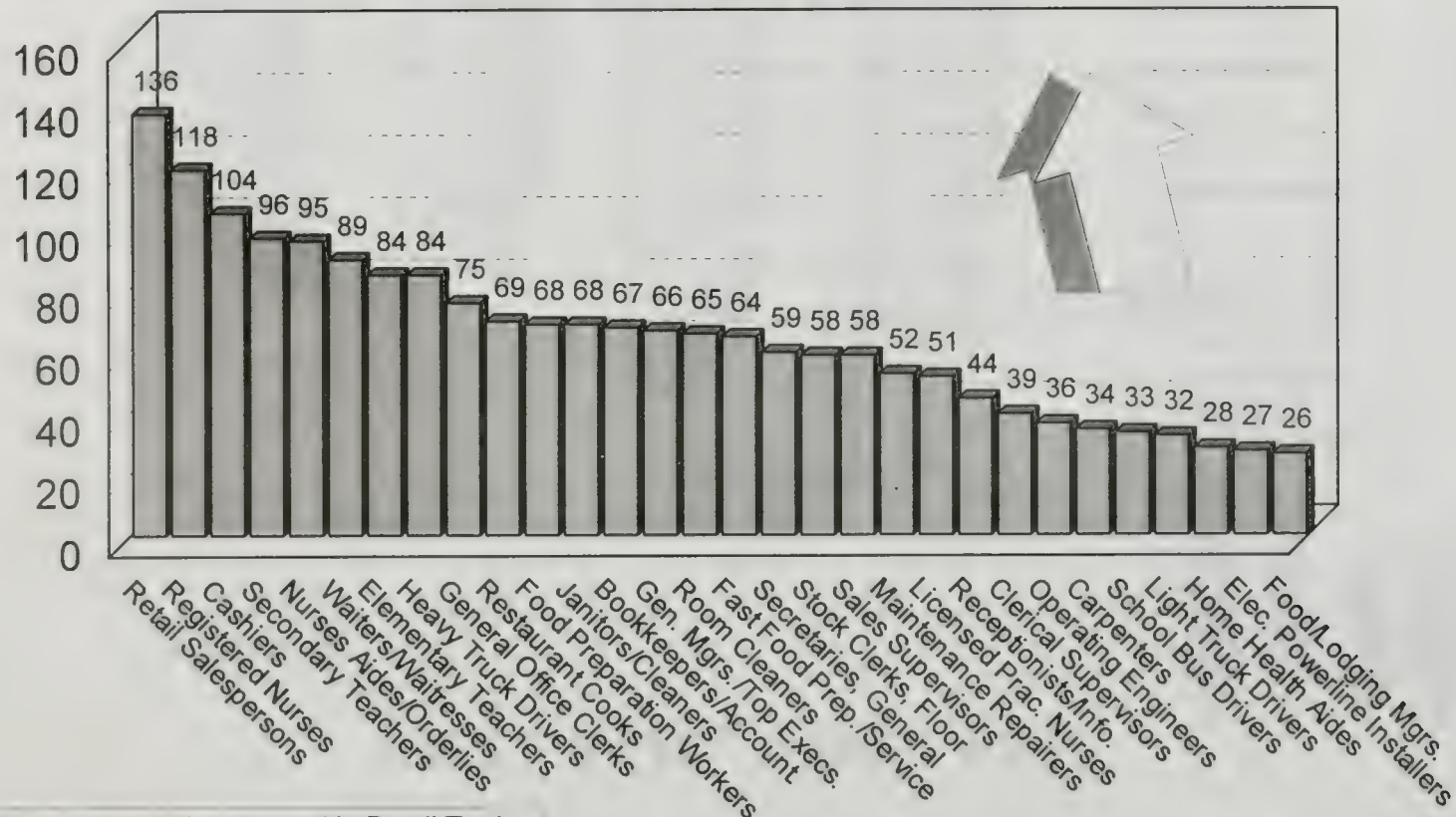


Strongest growth is in Professional/Technical and Services jobs.

Data from 1960, 1970, 1980, 1990 Census
Montana Dept of Labor & Industry, Research & Analysis Bureau

MONTANA'S GROWING OCCUPATIONS

Projected Annual Jobs Gained Due to Growth 1990 - 1997



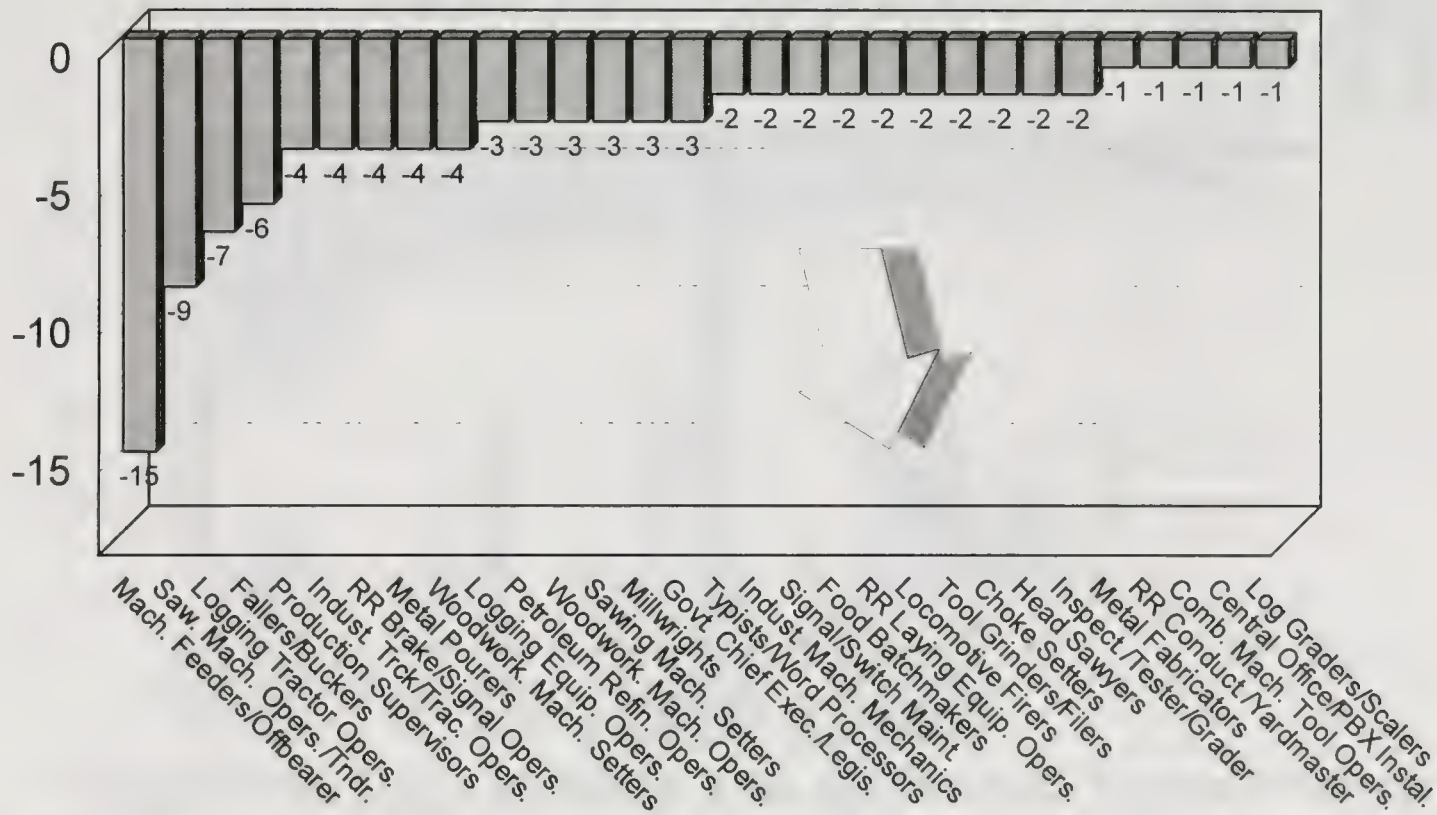
Fastest growth is expected in Retail Trade, Health Services, Education, and Eating & Drinking Places occupations.

Data from OES series
Montana Dept of Labor & Industry, Research & Analysis Bureau

MONTANA'S DECLINING OCCUPATIONS

Projected Annual Jobs Lost Due to Industry Decline

1990 - 1997

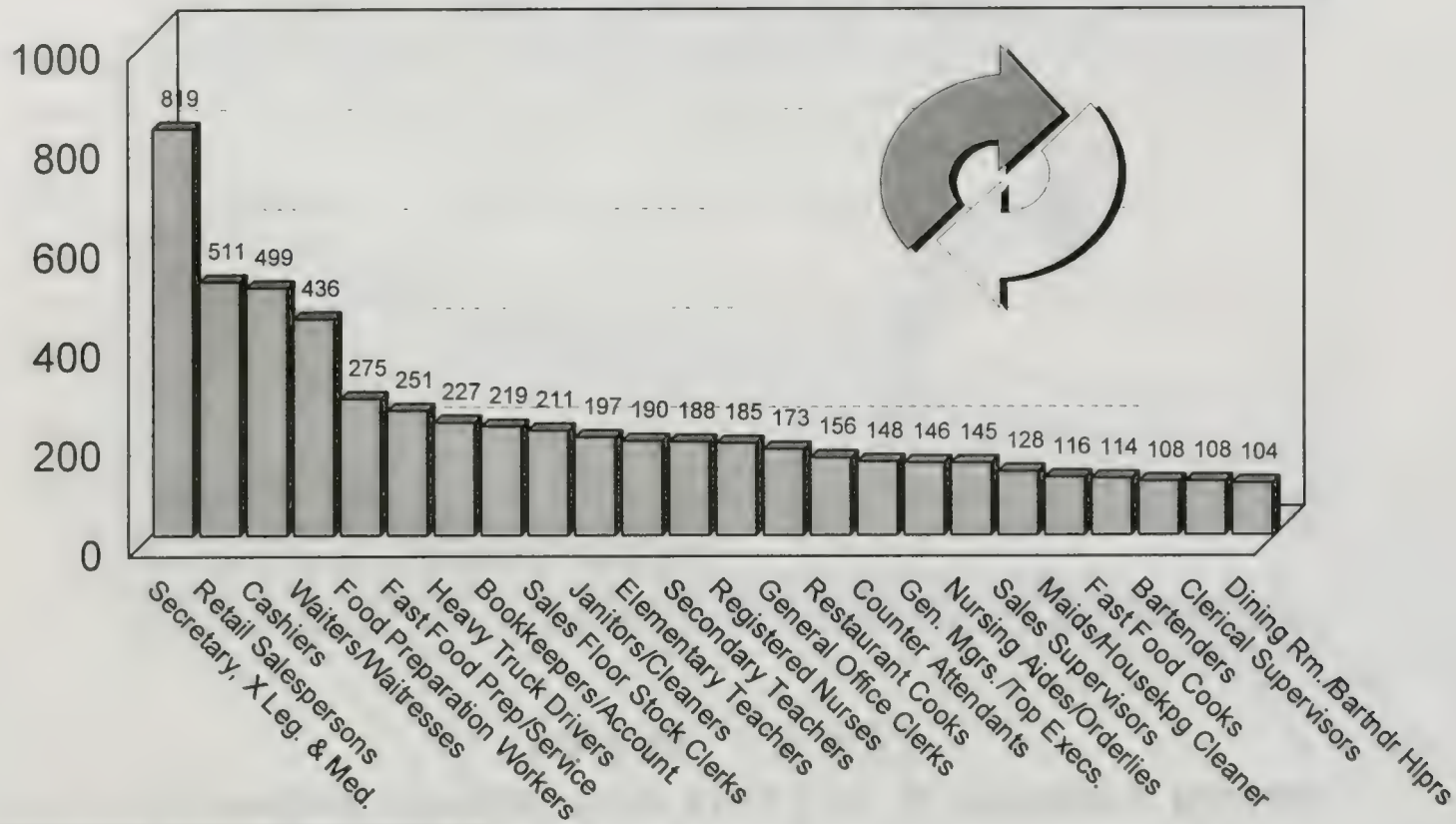


Many of the declining occupations are expected to be in Manufacturing (especially Lumber & Wood Products) and Railroads.

Data from OES series
Montana Dept of Labor & Industry, Research & Analysis Bureau

MONTANA'S JOB OPENINGS

Estimated Job Openings Due to Growth & Separations
1990 - 1997

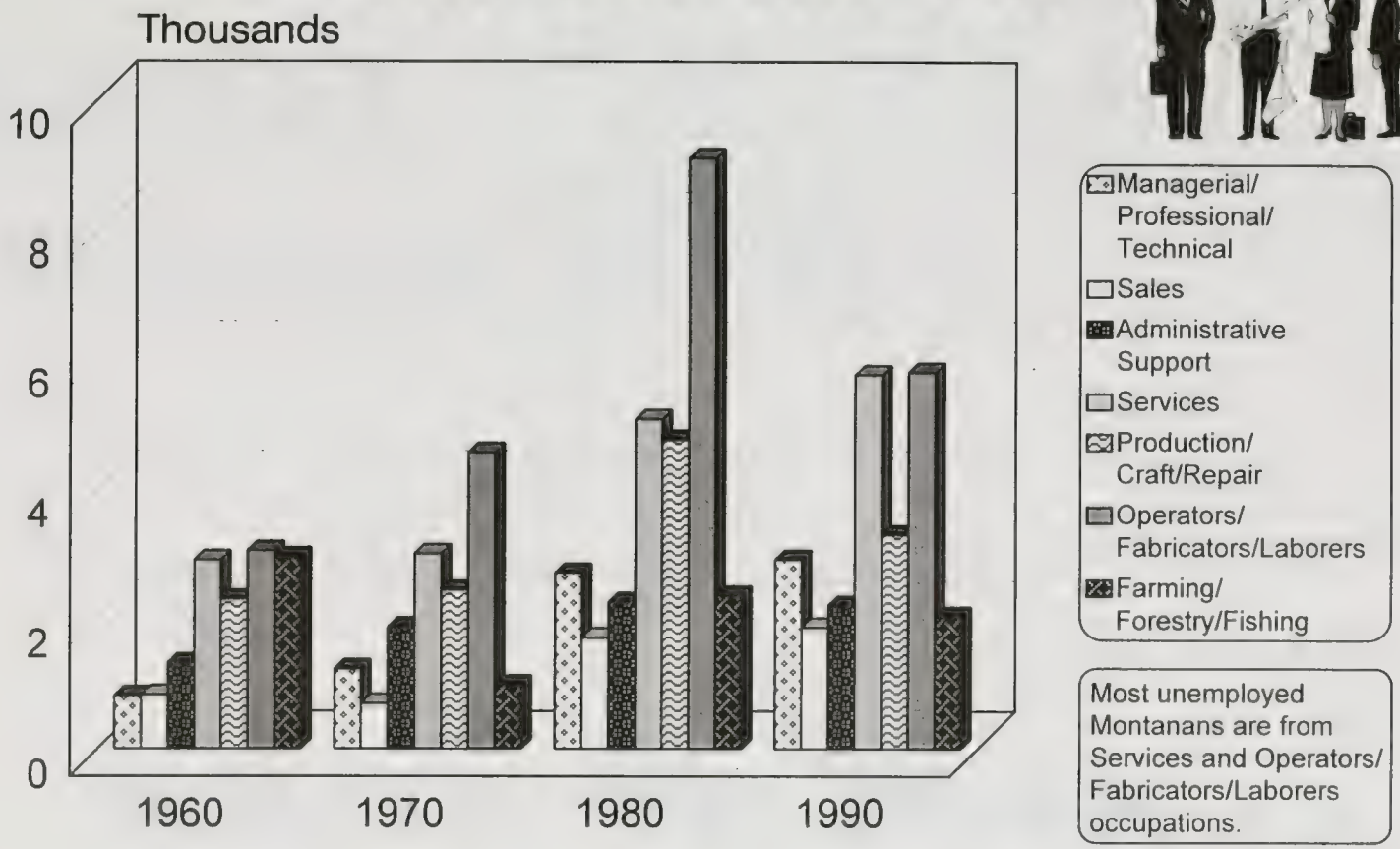


The majority of openings are expected to be in lower salary jobs.

Data from OES series
Montana Dept of Labor & Industry, Research & Analysis Bureau

OCCUPATIONS OF UNEMPLOYED MONTANANS WITH PREVIOUS WORK EXPERIENCE

1960, 1970, 1980, 1990



Most unemployed Montanans are from Services and Operators/ Fabricators/Laborers occupations.

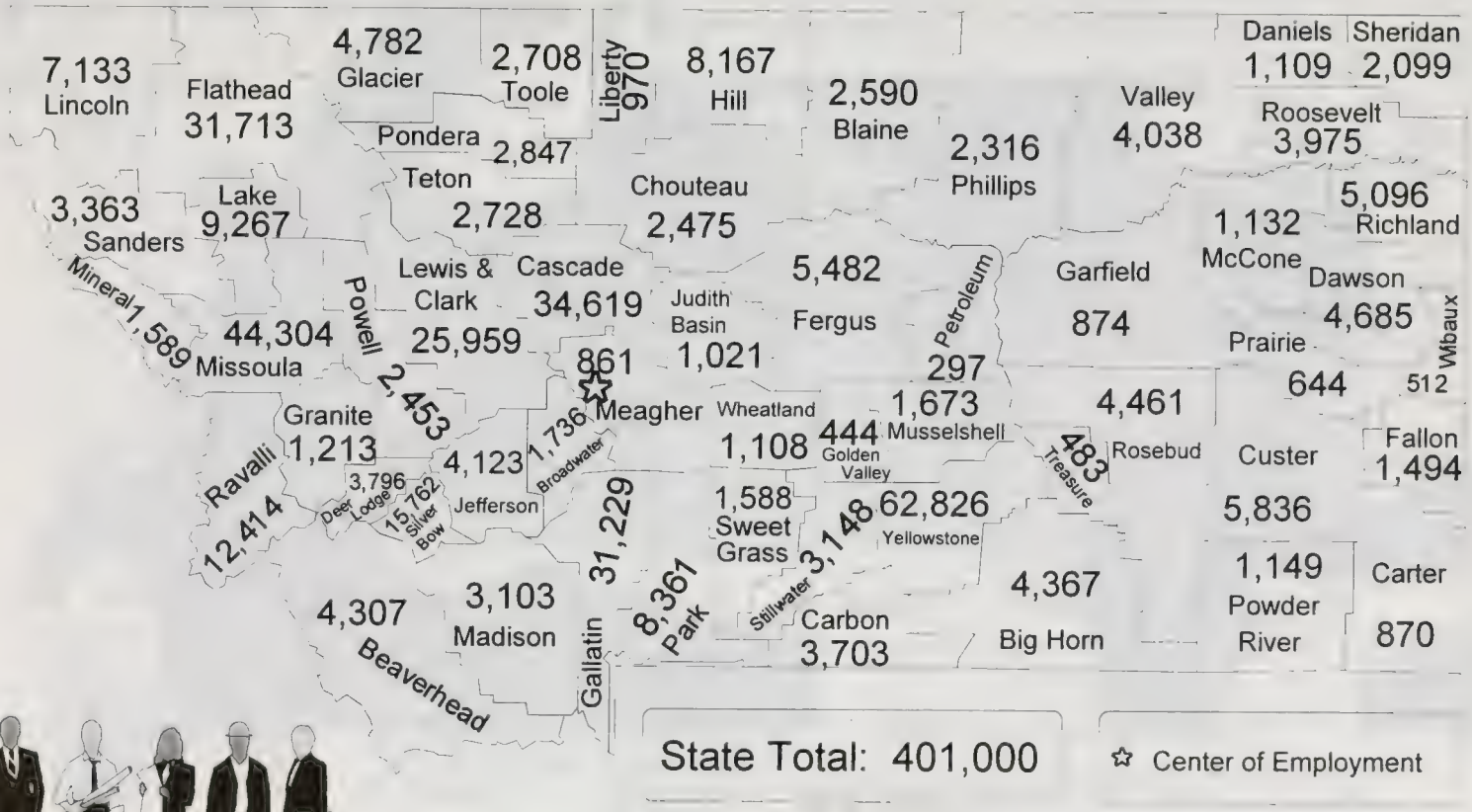
Data from 1960, 1970, 1980, 1990 Census
Montana Dept of Labor & Industry, Research & Analysis Bureau

PROFILE OF THE MONTANA WORKER

Where We Work . . .

ANNUAL AVERAGE EMPLOYMENT

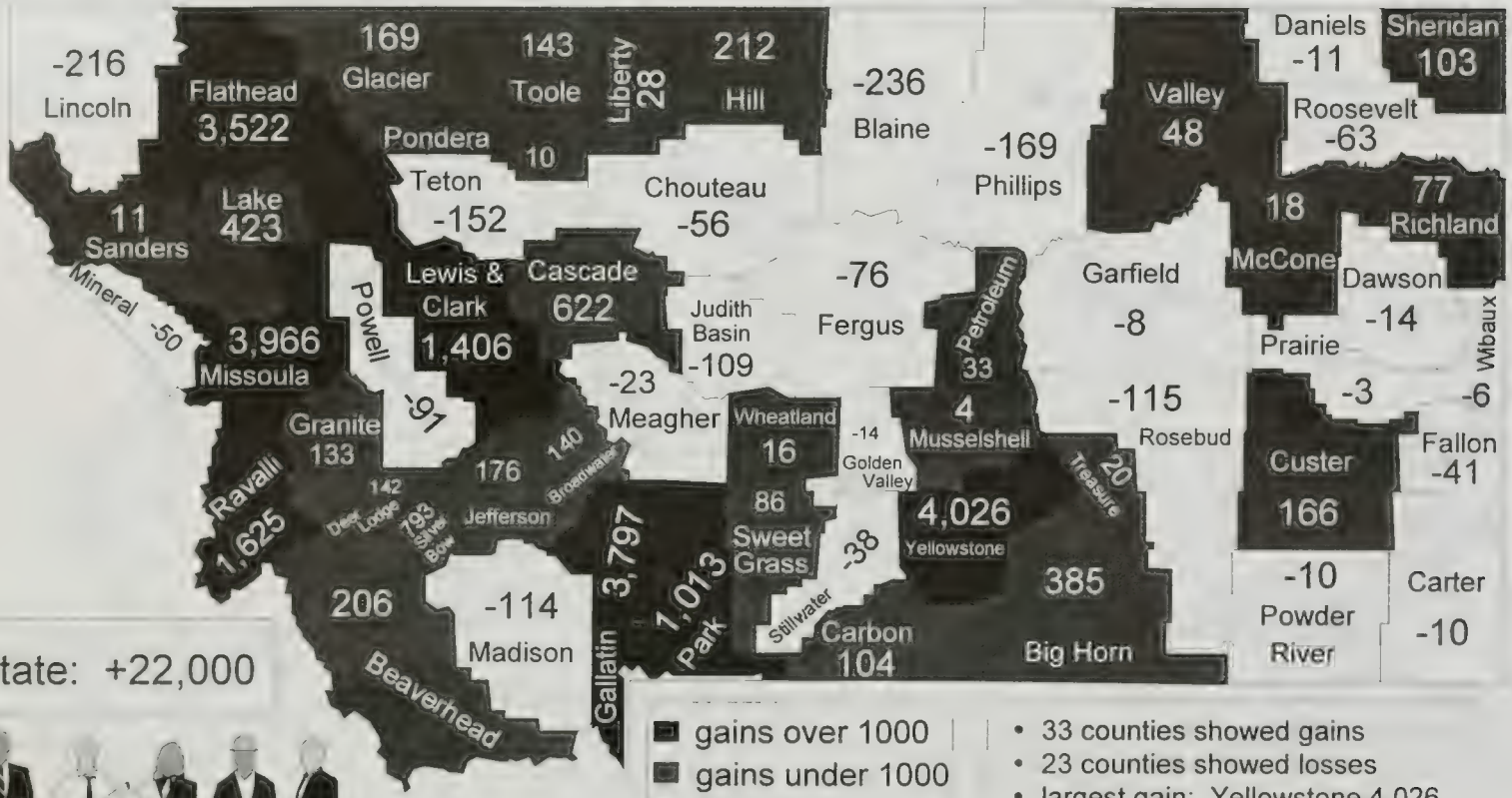
1993



Data from LAUS series
Montana Dept of Labor & Industry, Research & Analysis Bureau

EMPLOYMENT GAINS & LOSSES

1990 - 1993

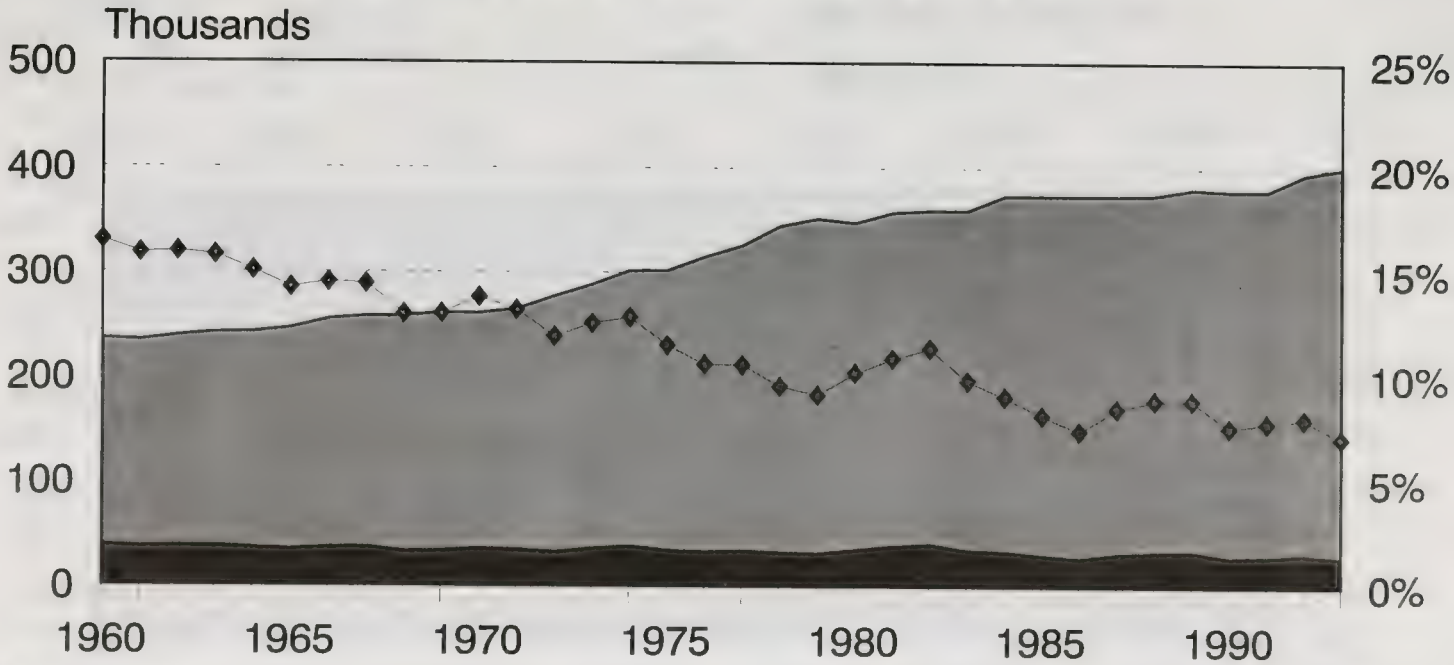


- 33 counties showed gains
- 23 counties showed losses
- largest gain: Yellowstone 4,026
- greatest loss: Blaine -236

Data from LAUS series
Montana Dept of Labor & Industry, Research & Analysis Bureau

MONTANA AGRICULTURE EMPLOYMENT

1960-1993 Annual Averages

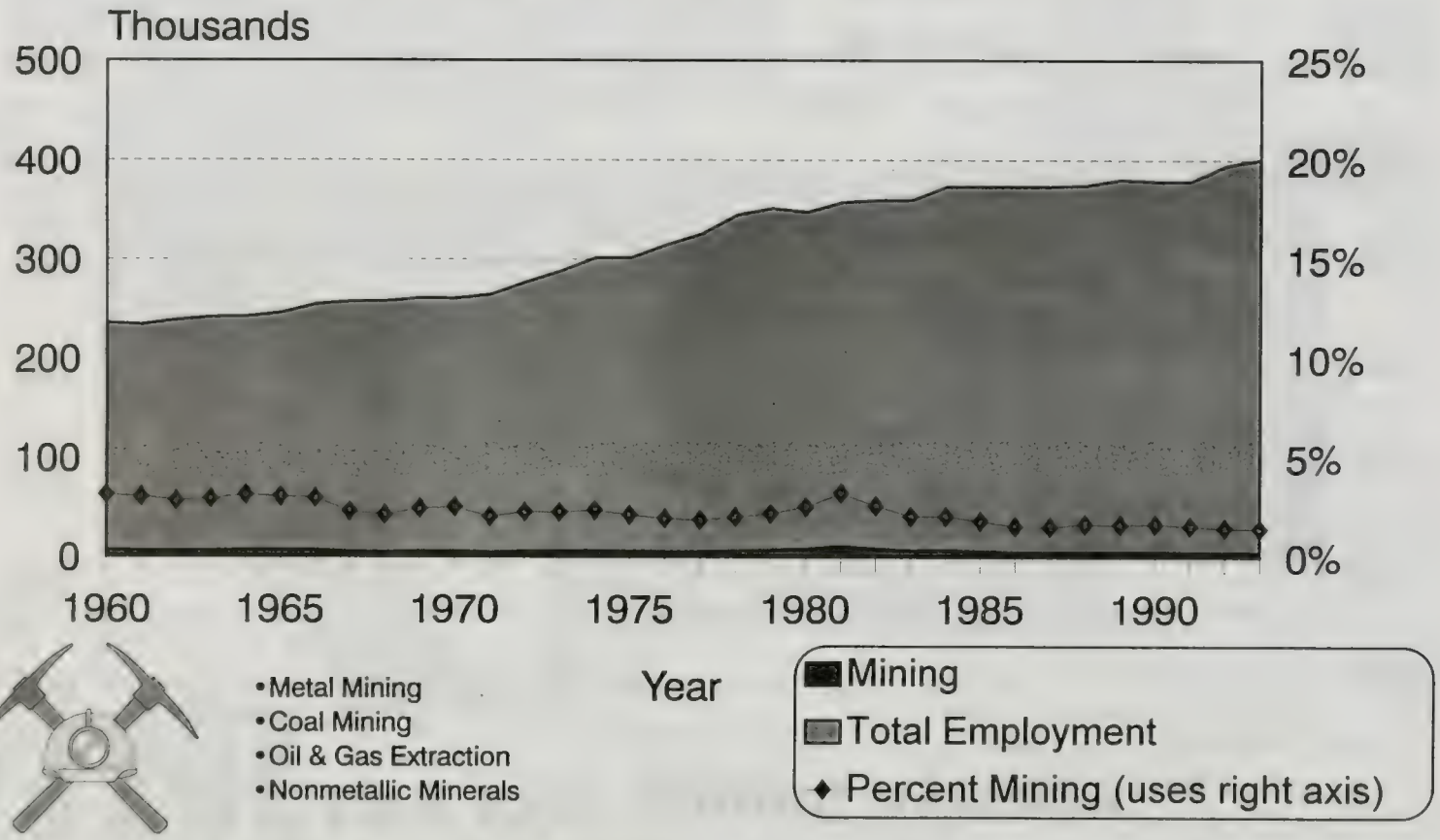


- Ag Production - crop
- Ag Production - livestock
- Ag Services - except veterinary and landscape/horticultural
- Forestry
- Fishing/Hunting/Trapping

MT Dept of Labor & Industry, Research & Analysis Bureau

MONTANA MINING EMPLOYMENT

1960-1993 Annual Averages

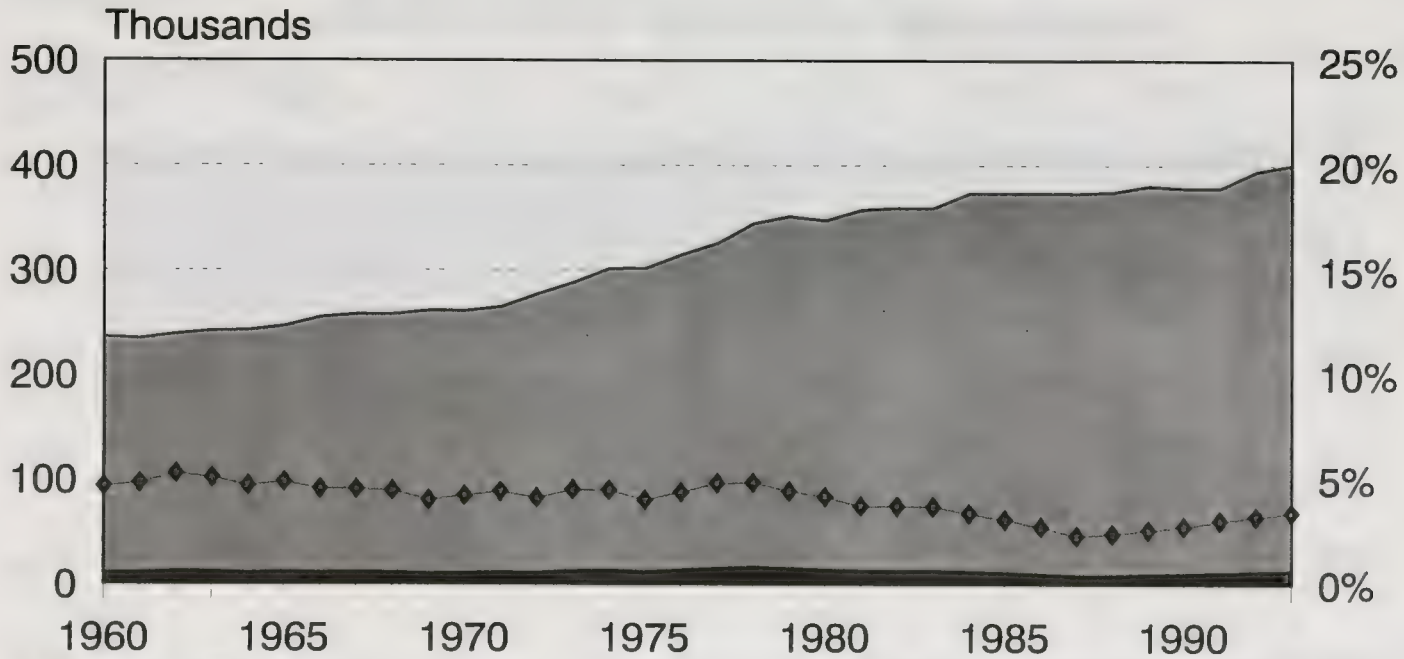


- Metal Mining
- Coal Mining
- Oil & Gas Extraction
- Nonmetallic Minerals

MT Dept of Labor & Industry, Research & Analysis Bureau

MONTANA CONSTRUCTION EMPLOYMENT

1960-1993 Annual Averages



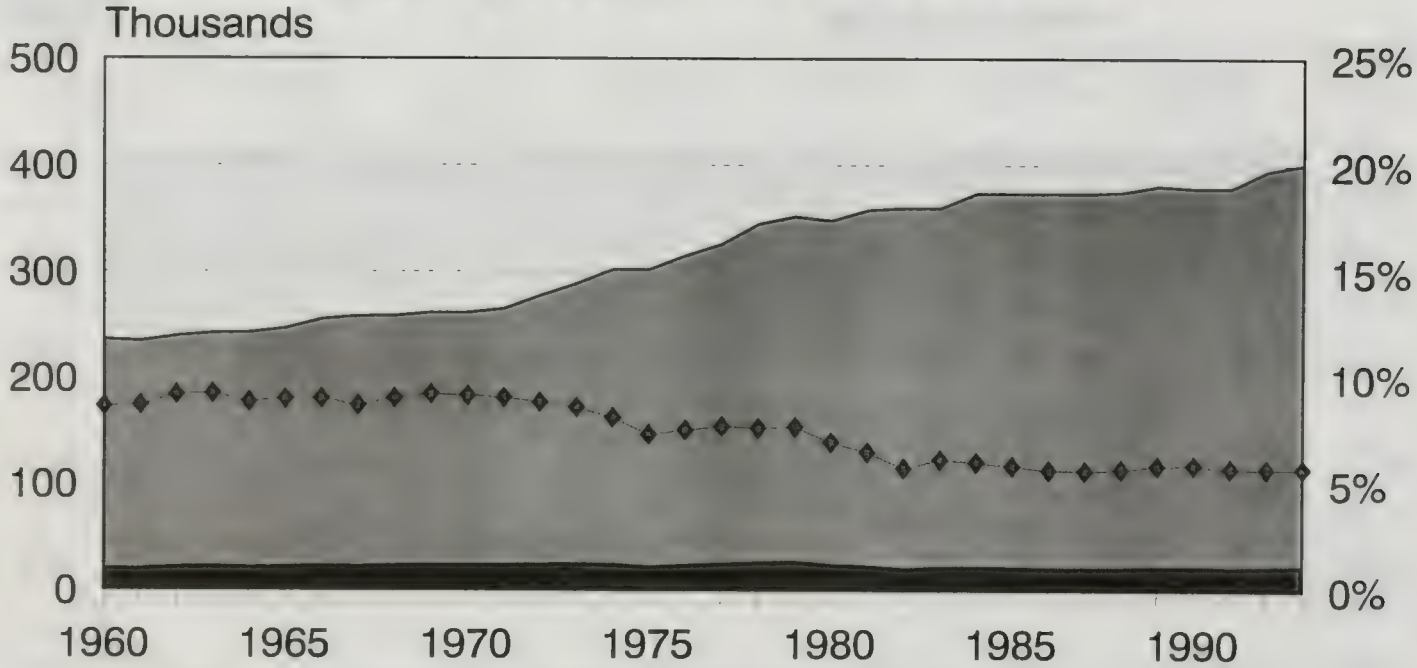
- General Building Contractors
- Heavy Construction
- Special Trade Contractors

Construction
Total Employment
Percent Const (uses right axis)

MT Dept of Labor & Industry, Research & Analysis Bureau

MONTANA MANUFACTURING EMPLOYMENT

1960-1993 Annual Averages



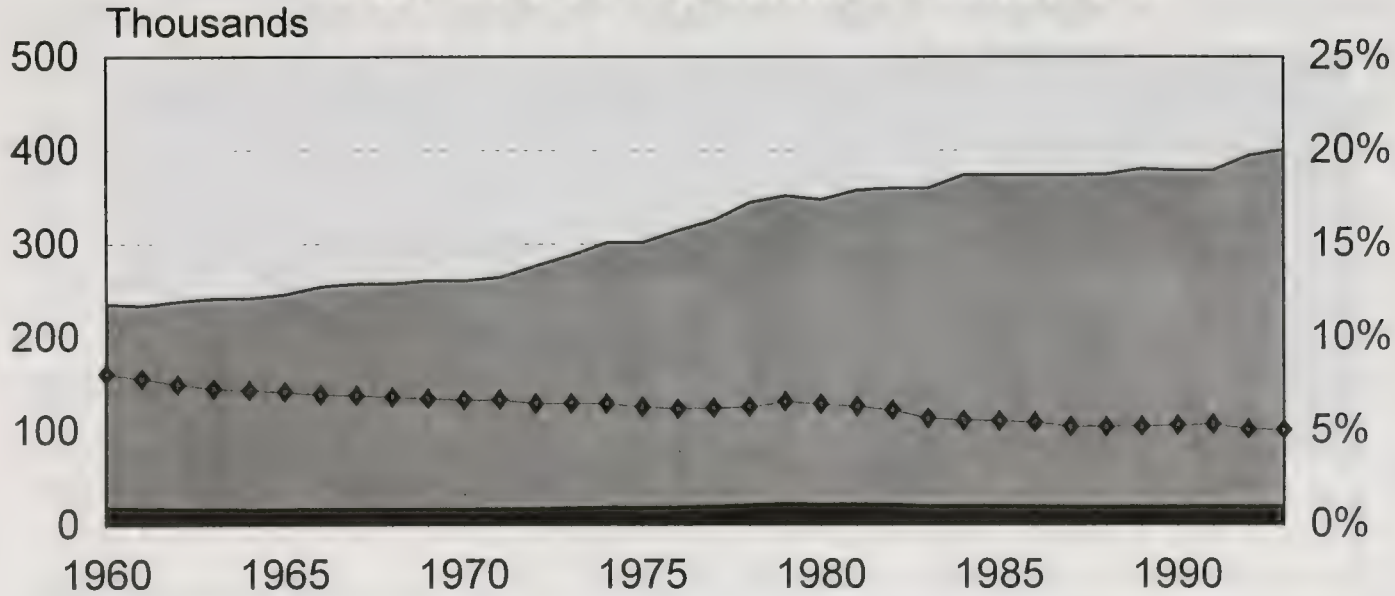
- Durable Goods Production - includes Lumber & Wood Products and Primary Metal Industries
- Nondurable Goods Production - includes Food & Kindred Products and Printing & Publishing

Manufacturing
Total Employment
♦ Percent Manuf (uses right axis)

MT Dept of Labor & Industry, Research & Analysis Bureau

MONTANA TRANSPORTATION, COMMUNICATION & PUBLIC UTILITIES EMPLOYMENT

1960-1993 Annual Averages



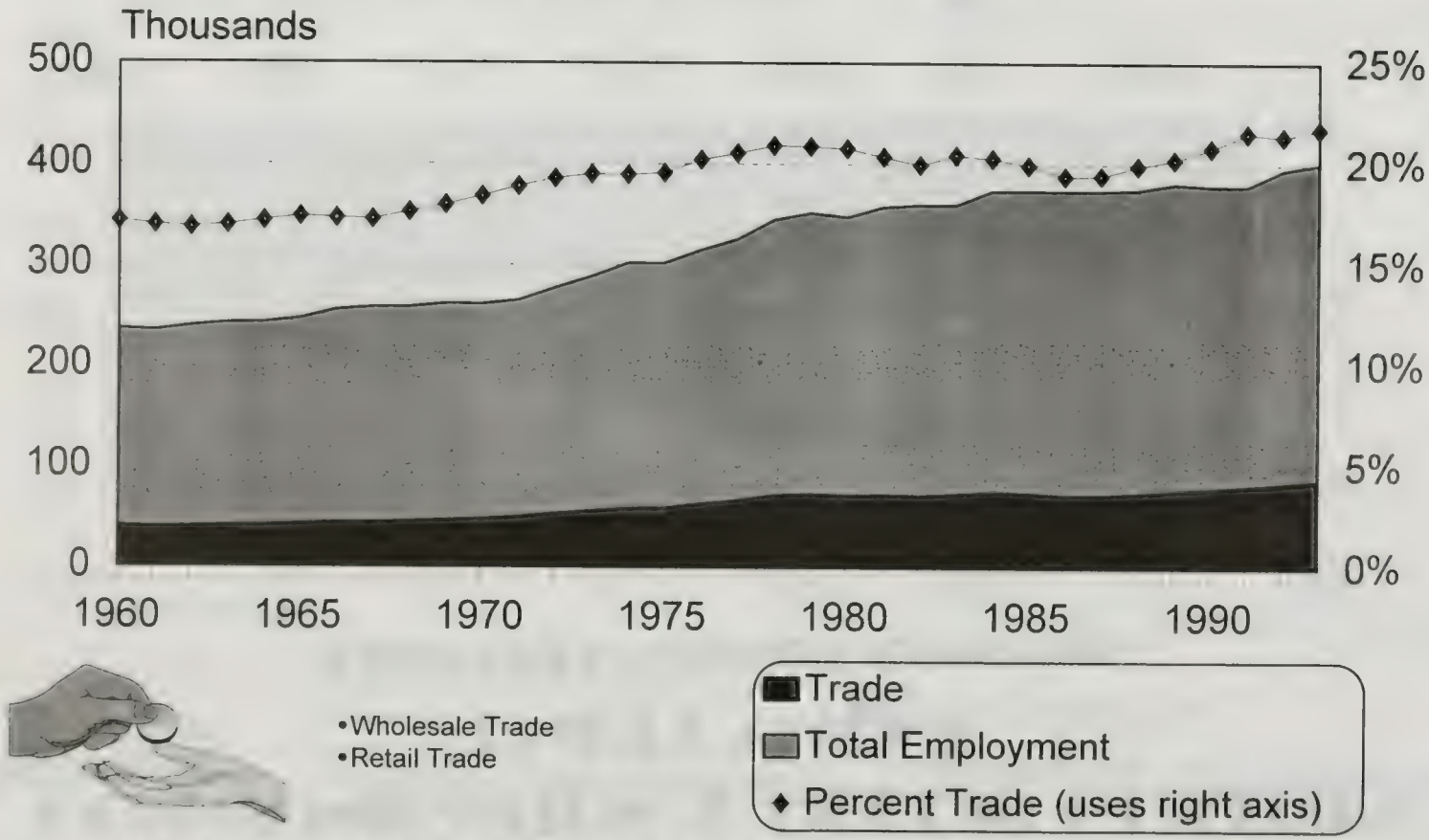
- Transportation - includes Railroads, Local & Interurban Transportation and Trucking & Warehousing
- Communications - includes Telephone
- Electric, Gas & Sanitary Service Utilities

TCPU
Total Employment
Percent TCPU (uses right axis)

MT Dept of Labor & Industry, Research & Analysis Bureau

MONTANA TRADE EMPLOYMENT

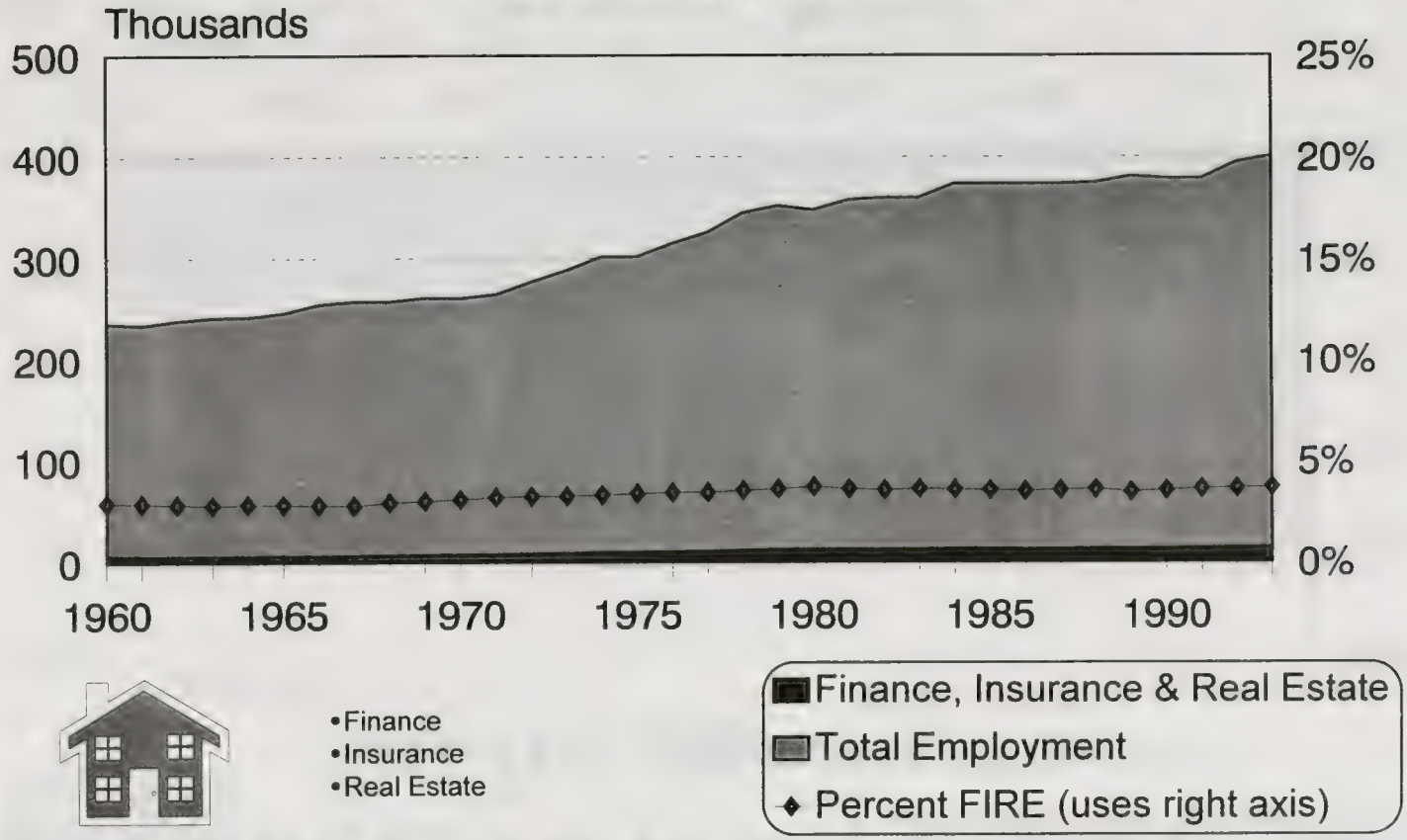
1960-1993 Annual Averages



MT Dept of Labor & Industry, Research & Analysis Bureau

MONTANA FINANCE, INSURANCE & REAL ESTATE EMPLOYMENT

1960-1993 Annual Averages

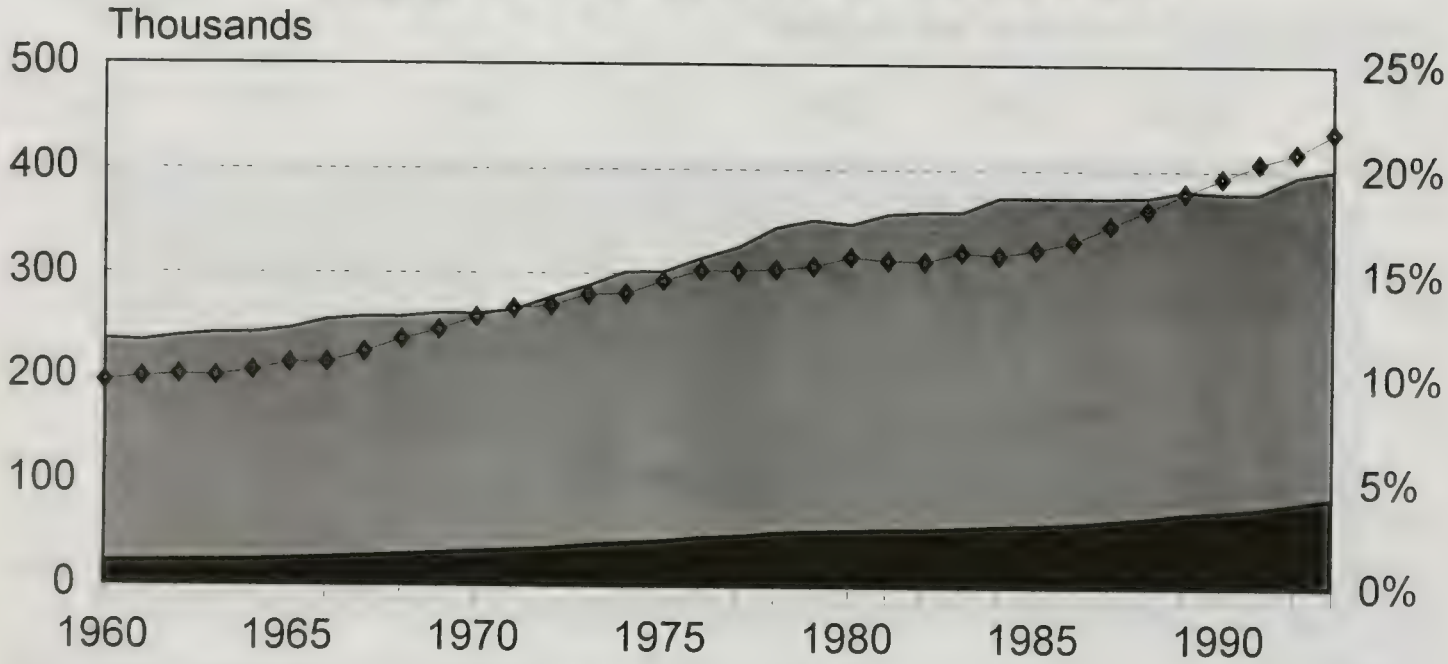


- Finance
- Insurance
- Real Estate

MT Dept of Labor & Industry, Research & Analysis Bureau

MONTANA SERVICES EMPLOYMENT

1960-1993 Annual Averages



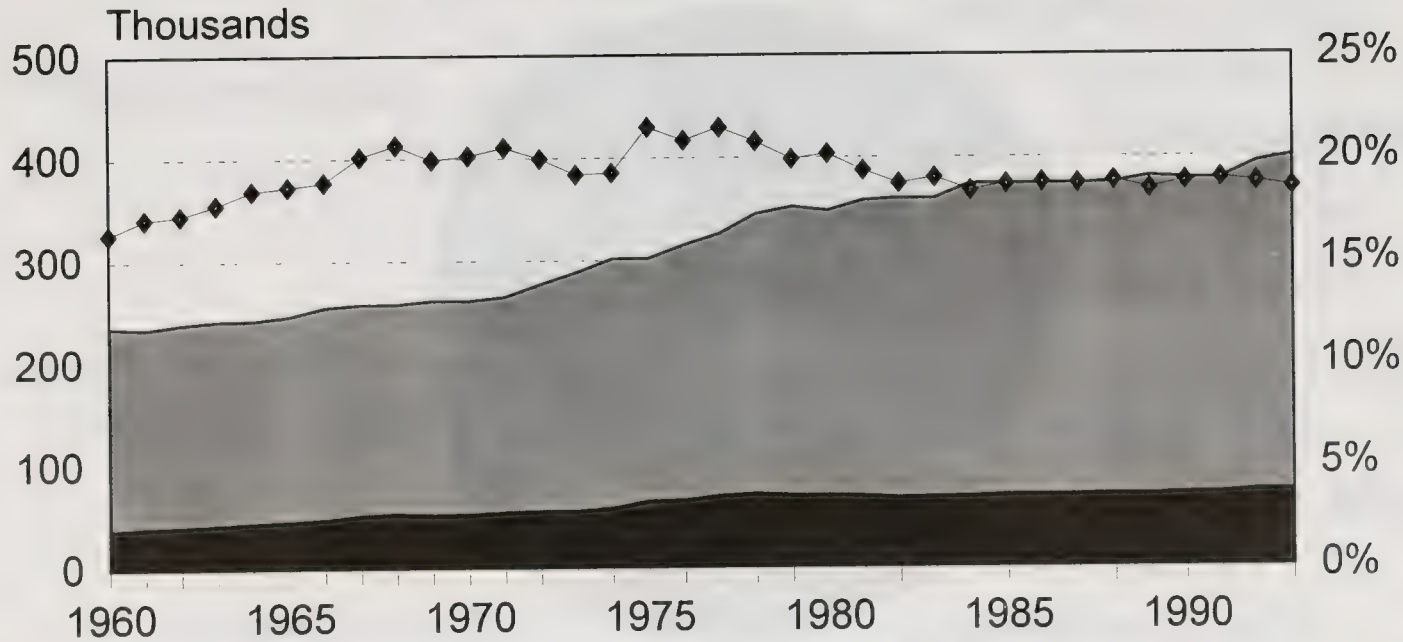
- Hotels & Other Lodging
- Personal Services
- Business Services
- Auto & Misc. Repair
- Amusement & Recreation
- Health Services
- Legal Services
- Educational Services
- Social Services
- Membership Orgs.
- Engineering & Management

Services
Total Employment
♦ Percent Services (uses right axis)

MT Dept of Labor & Industry, Research & Analysis Bureau

MONTANA GOVERNMENT EMPLOYMENT

1960-1993 Annual Averages

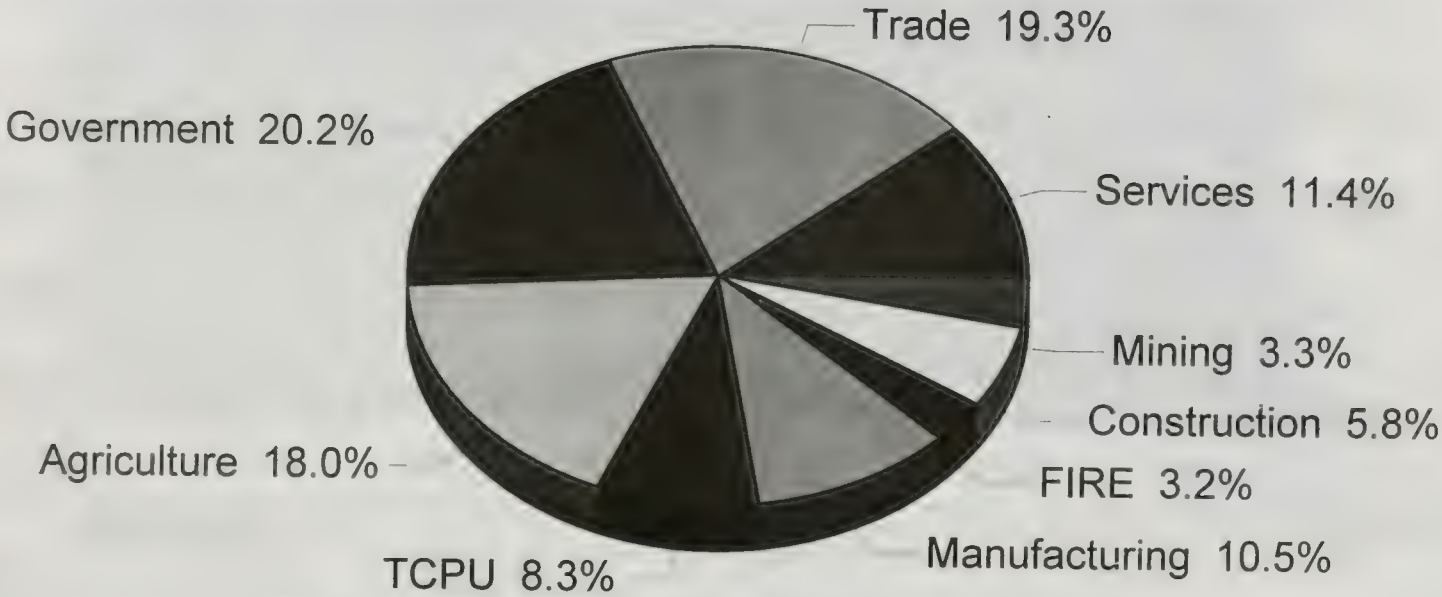


- Federal Government
- State Government - includes State Education
- Local Government - includes Local Education

Government
Total Employment
Percent Gov't (uses right axis)

MT Dept of Labor & Industry, Research & Analysis Bureau

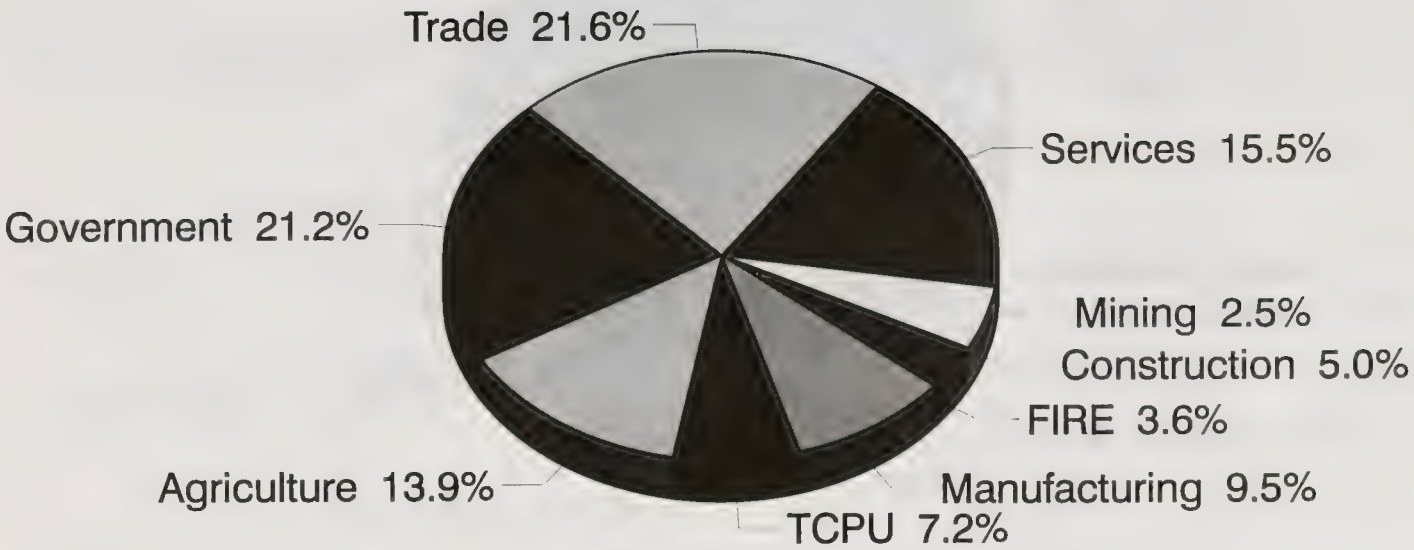
MONTANA EMPLOYMENT
1963



The sectors with the most employment are Government, Trade and Agriculture.

Data from CES and LAUS series
MT Dept of Labor & Industry, Research & Analysis Bureau

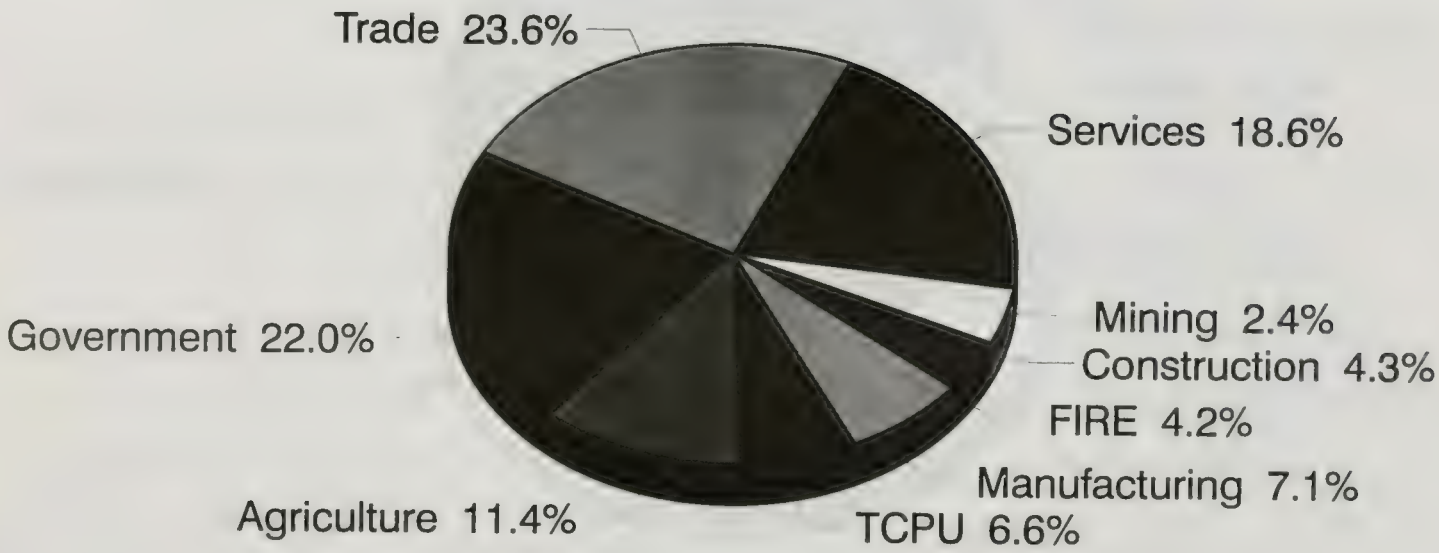
MONTANA EMPLOYMENT
1973



The sectors with the most employment are Trade, Government and Services.

Data from CES and LAUS series
MT Dept of Labor & Industry, Research & Analysis Bureau

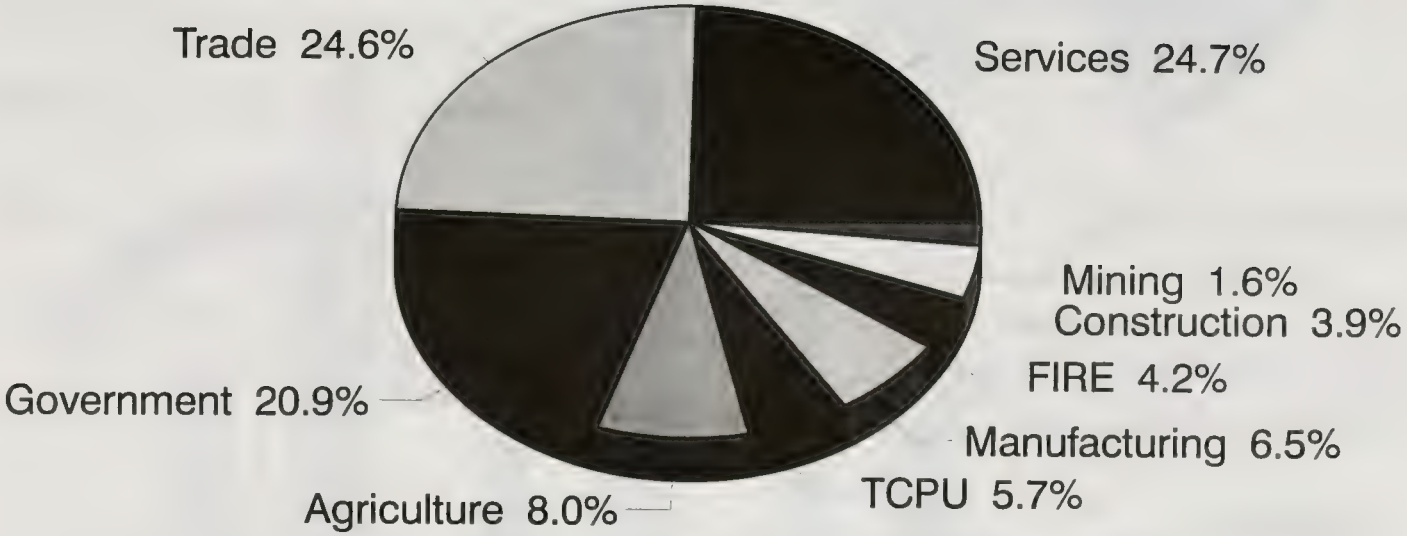
MONTANA EMPLOYMENT
1983



The sectors with the most employment are Trade, Government and Services.

Data from CES and LAUS series
MT Dept of Labor & Industry, Research & Analysis Bureau

MONTANA EMPLOYMENT
1993



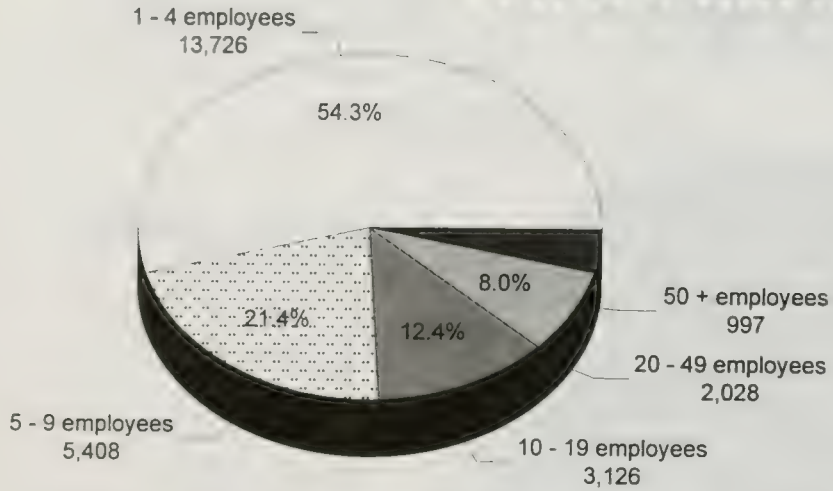
The sectors with the most employment are Services, Trade and Government.

In 1983 state government, excluding state education, represented 3.7% of Montana's annual average non-ag employment. In 1993 the percentage had decreased to 3.5% and the 1994 average through June was down to 3.2%. If state education is included, the percentages are 1983: 6.8%, 1993: 6.9%, 1994: 6.6%.

Data from CES and LAUS series
MT Dept of Labor & Industry, Research & Analysis Bureau

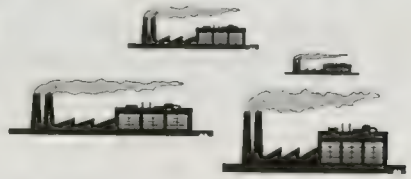
MONTANA EMPLOYMENT* BY BUSINESS SIZE

First Quarter 1993



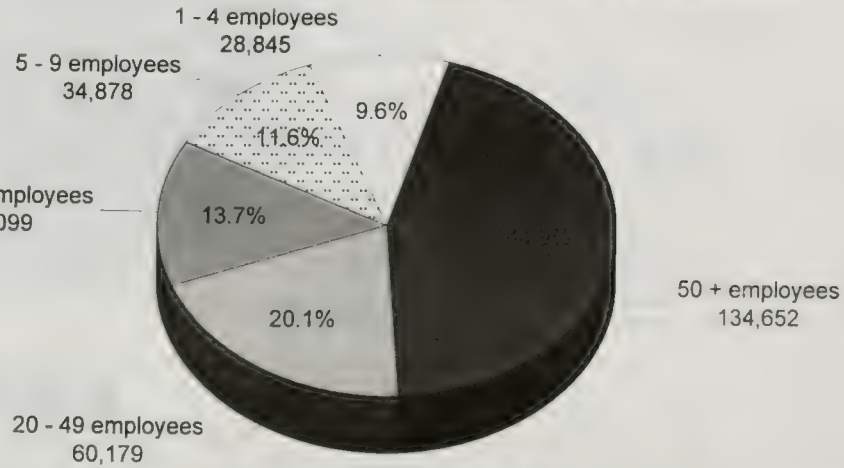
Number of Business Establishments

- Over half of Montana's employers have less than 5 employees.
- Almost 90% of Montana's employers have less than 20 employees.
- Only 4% of Montana's employers have 50 or more employees.



- Almost half of Montana's employees work for companies who have 50 or more employees.
- 35% of Montana's employees work for 90% of Montana's employers.

Number of Employees

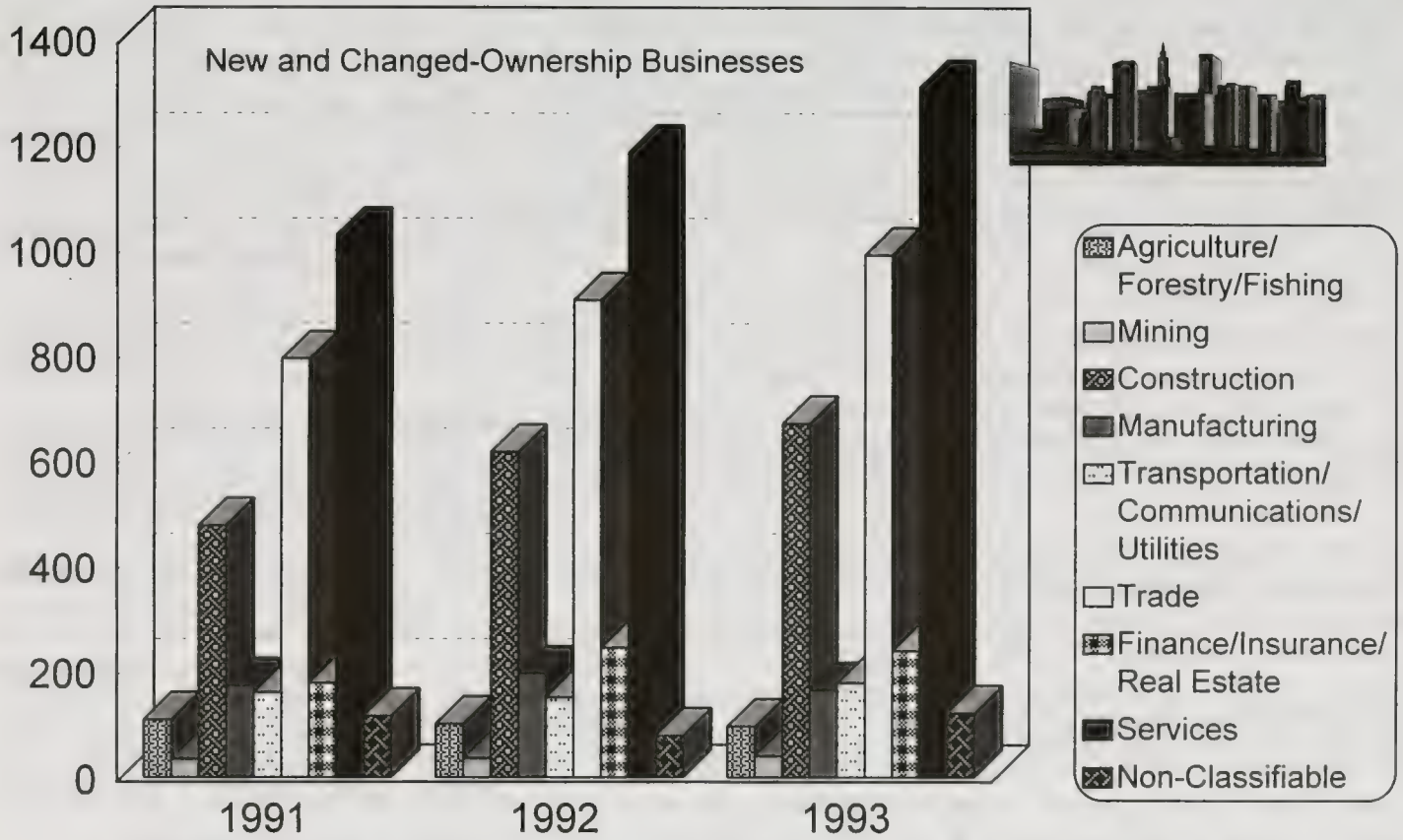


*Covered employment includes government, but excludes railroads, self employed, most agriculture, etc. See definitions at end of report.

Data from ES-202 (covered employment) series
Montana Dept of Labor & Industry, Research & Analysis Bureau

NEW BUSINESS ESTABLISHMENTS

Montana 1991-1993



Montana's fastest growing sectors are Services and Trade.

Data from Montana Unemployment Insurance Program
Montana Dept of Labor & Industry, Research & Analysis Bureau

DEFINITIONS AND PROGRAM DESCRIPTIONS

Census of Population and Housing

The US Department of Commerce, Bureau of the Census, conducts a national census every ten years. In 1990, every person and housing unit in the United States was asked certain basic demographic and housing questions (for example, race, age, marital status, housing value, or rent). A sample of these persons and housing units was asked more detailed questions about such items as income, occupation, and housing costs in addition to the basic demographic and housing information. The data derived from the sample questions are estimates of the actual figures that would have been obtained from a complete count. The Census uses the same definitions of civilian labor force (CLF), employment and unemployment as the LAUS program. The ***experienced unemployed*** are defined as those unemployed persons who have worked at any time in the past.

Covered Employment Program (ES-202)

The ES-202 report (produced by the Montana Department of Labor & Industry, Research & Analysis Bureau, in cooperation with the US Department of Labor, Bureau of Labor Statistics) provides employment and earnings data reported to the Montana Department of Labor and Industry by employers subject to Montana's unemployment insurance laws. Normally these employers are those whose annual payrolls exceed $1,000 in a calendar year. Agricultural employers are not covered unless they have another business that is covered or pay total cash wages of $20,000 or more in a calendar quarter or employ 10 or more workers in 20 different weeks in a calendar year.

Current Employment Statistics (CES-790)

The Current Employment Statistics (CES) program, conducted by the Montana Department of Labor & Industry, Research & Analysis Bureau, in cooperation with the US Department of Labor, Bureau of Labor Statistics, provides monthly estimates of a wide variety of employment and earnings information. The program estimates jobs by place of work (***establishment data*** or a ***count of jobs***) and covers full-time and part-time employees who worked during, or received pay for, the payroll period that includes the 12th of the month. CES data excludes the self-employed, volunteers, unpaid family workers and domestic workers. Persons who are on paid sick leave, vacations or holidays are considered employed. Payroll and worker-hour data is collected for non-farm wage and salary workers. (***Non-farm wage-and-salary workers*** are employees who are production and related workers in manufacturing industries, non-supervisory workers in private service-producing industries, and construction workers in construction industries. Self-employed, owners and partners of unincorporated businesses, persons working in small agricultural operations, unpaid family members, workers on straight commission, some elected officials and domestic employees are excluded.) Earnings figures are "gross" figures — that is, they reflect changes in wage rates, shift differentials and premium pay for overtime work. The hours figures relate to the hours for which pay was received, which is different from scheduled or standard work hours.

Local Area Unemployment Statistics (LAUS)

The LAUS program is conducted by the Montana Department of Labor & Industry, Research & Analysis Bureau, in cooperation with the US Department of Labor, Bureau of Labor Statistics (BLS). In Montana, the program uses a statistical model, with data collected monthly through the Current Population Survey (CPS) as its major component , to compute labor force, employment and unemployment data. The LAUS program is the official BLS-approved series used to allocate federal funds and determine eligibility for federal assistance programs. It estimates employment and unemployment by place of residence (***residence data*** or a ***count of people***) and is not comparable to the place-of-work (establishment or count of jobs) data from the CES program. LAUS data is calculated for the week that includes the 12th of the month. Total ***employment*** includes agricultural workers, unpaid family workers, domestic workers and the self-employed. The ***civilian labor force*** is those persons 16 years and older, defined as employed or unemployed, excluding members of the armed forces. ***Employment*** is defined as the number of people who, during the reference week, worked at least one hour for pay or profit, or 15 hours or more as unpaid family workers. ***Employment*** includes those who, although not working, had some job attachment and were not looking for work — including persons temporarily absent from a job due to illness, bad weather, vacation, or labor dispute, whether or not they were in a pay status during their time off. ***Unemployment*** is defined as the number of people who did not work at all for an entire week, were both able and available to work, and (1) were looking for work or (2) would have looked for work, except that (a) they were waiting to return to a job from which they had been laid off, or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week). The ***unemployment rate*** is the number of unemployed as a percent of the civilian labor force.

Occupational Employment Statistics (OES)

The OES survey is a periodic mail survey (conducted by the Montana Department of Labor & Industry, Research & Analysis Bureau, in cooperation with the US Department of Labor, Bureau of Labor Statistics) of a sample of non-farm establishments to obtain wage and salary employment by occupation. The Research & Analysis Bureau uses these data to develop occupational projections for non-farm, wage-and-salary workers. Jobs develop from both (1) ***growth*** — an increase in demand for workers in specific occupations and (2) ***separations*** — the need to replace workers who retire, leave the labor force, take a job in another state, or change careers.

Per Capita Personal Income

Per capita personal income is defined as annual total personal income of residents divided by the resident population as of July 1 of each year. ***Personal income*** is income received by persons from all sources — private and government wage-and-salary disbursements (payrolls), other labor income, farm and non-farm proprietors' income, rental income of persons, personal dividend income, personal interest income, and transfer payments — less personal contributions for social insurance. Personal income is measured before the deduction of personal income taxes and other personal taxes, and, unless otherwise noted, is reported in current dollars with no adjustment made for price changes.

ACKNOWLEDGEMENTS

Thanks are due to many people who contributed to the production of this report, including:

- Jean Peacock and Gerry Hiles of the Department of Labor & Industry, Research & Analysis Bureau, who researched the data, created the charts and graphs, and assembled the report.
- program staff from the Montana Departments of Labor & Industry and Commerce who supplied and interpreted the data.
- the Commissioner and Administrators of the Department of Labor & Industry who suggested the department should do a report to the public on Labor Day.
- Andrew Malcolm, the Governor's Communications Director, whose idea it was to profile the average Montana worker.

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